



**FY 2019-2020
October 01, 2020 Report**

Commissioner:
Deputy Commissioner, F&A Operations:

Title VI & Title IX Coordinator:



**State of Tennessee
Department of Finance and
Administration**

**Title VI Compliance Report and
Implementation Plan**

for

Title VI of the Civil Rights Act of 1964

and

Title IX of the Education Amendments Act of 1972

Butch Eley
Eugene Neubert

Lucian Geise, General Counsel

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Chapter 01 – OVERVIEW

THRC DIRECTIVES

Provide a clear description of the department's mission and structure, operations, and statutory based programs, include an explanation of each (including programs that do not receive FFA). Include an organizational chart of the entire department or agency.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

OVERVIEW

This plan represents the Department of Finance and Administration's commitment to nondiscrimination, with a particular emphasis on services provided to the citizens of Tennessee.

Purpose

The purpose of this Department of Finance and Administration (F&A) Compliance Review and Implementation Plan is to meet the implementation planning and annual reporting requirements of Tennessee Code Annotated, § 4-21-901, et seq. and Tennessee Code Annotated, § 4-4-123. It is intended to detail F&A efforts and strategy to foster the intents of and ensure compliance with Title VI of the Civil Rights Act of 1964 and Title IX of the Education Amendments Act of 1972.

Period Covered—2019-2020

The departmental process for ensuring and reviewing compliance with Title VI of the Civil Rights Act of 1964 and Title IX of the Education Amendments Act of 1972 has been assessed. Consequently, F&A has implemented an approach with an emphasis on implementation planning, follow-through and performance measurement.

Applicability—Departmental, Service Provider and Sub recipient Programs

The Department of Finance and Administration carries out its responsibilities both through its own administrative and program staff and through contracted programs.

As a recipient of federal financial assistance, the requirements of Title VI of the Civil Rights Act of 1964 are applicable to all of the operations of the Department of Finance and Administration and to any entity to which funded financial assistance is extended. (Title 42, United States Code, § 2000d-4a)

Accordingly, the charge—

No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. (Title 42, United States Code, § 2000d)

—is applicable to all of the programs, activities, and operations of the department and all service providers and sub recipient entities with which the department contracts utilizing state and federal funds.

Additionally, as a recipient of federal financial assistance for education activities, the requirements of Title IX of the Education Amendments Act of 1972 are applicable to all of the operations of the Department of Finance and Administration and to any entity to which federal funded financial assistance for education activities is extended. (Title 20, United States Code, § 1687)

The mandates of Title IX are:

- No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance . . . (Title 20, United States Code, § 1681)

and

- No person in the United States shall, on the ground of blindness or severely impaired vision, be denied admission in any course of study by a recipient of Federal financial assistance for any education program or activity, but nothing herein shall be construed to require any such institution to provide any special services to such person because of his blindness or visual impairment. (Title 20, United States Code, § 1684)

Both are applicable to all of the programs, activities, and operations of the department and all service provider and sub recipient entities with which the department contracts for education activities utilizing state and federal funds.

Strategic Focus

Finance and Administration (F&A) acts as the chief corporate office of state government. Many complex processes are required to achieve this mission. The governor's proposed budget for state government is developed with the oversight of the commissioner, the governor's chief financial officer. The department also manages centralized accounting and financial reporting of the state's financial activity. Other areas, which provide state government with the necessary infrastructure to work effectively, include Strategic Technology Solutions and Benefits Administration.

Mission Statement

To provide sound stewardship of State assets through Good Business and Great Customer Service

Programmatic Overview

The Department of Finance and Administration was established by public act in 1961. The responsibilities of the department were originally derived from the Division of Finance and Administration established in 1959 and vested with all the authority, powers, and duties imposed by law on the Department of Budget, the Department of Accounts, and the Office of State Property Administration. Through the years, the responsibilities of F&A have evolved—reflecting the growing importance of information technology and the Commissioner of Finance and Administration's ever-expanding role as the Governor's chief cabinet officer. The department is comprised of the following major divisions/programs that carry out F&A's programmatic functions.

Administrative Services

The administrative services of this department include the management of the state's information system needs, benefits management, program evaluation, and intra-departmental support.

Division of Administration

The Division of Administration provides administrative support services for the department, including the commissioner's office. Human resources, talent management, and internal audit are managed by the division.

- **Office of Criminal Justice Programs**

The Office of Criminal Justice Programs secures, distributes, manages, and evaluates federal and state grant funds for criminal justice and victim services programs, such as Byrne Justice Assistance, STOP Violence Against Women, Family Violence Prevention and Services Act, Victims of Crime Act, and Sexual Assault Services Program grants. The office monitors the sub recipients to ensure that criminal justice and victim services funds are spent in accordance with federal and state guidelines.

- **Volunteer Tennessee**

Volunteer Tennessee is the Governor's commission on volunteerism and service. The commission was created by Executive Order, and its mission is to encourage volunteerism and community service. The Executive Order directs the Department of Finance and

Administration to provide administrative support to the commission. Volunteer Tennessee manages AmeriCorps sub-grants funded through federal grants from the Corporation for National and Community Service, to meet needs in education, environment, healthy futures, economic opportunity, veterans and military families, and other unmet needs. The commission also administers a federal Volunteer Generation Fund grant.

Benefits Administration

The Division of Benefits Administration administers the state-sponsored insurance benefits directed by the State, Local Education, and Local Government Insurance committees. All medical plans are self-insured and include the Premier Preferred Provider Organization (PPO), Standard PPO and Consumer Driven Health Plan (CDHP) with Health Savings Account. In addition to the products discussed above, a Limited PPO product is offered to the Local Education and Local Government agencies. For eligible retirees the Division administers a self-insured Medicare Supplement product. The Division also administers an Employee Assistance Program, the Working for a Healthier Tennessee worksite wellness program, and offers basic term life insurance as well as fully insured vision, dental, life insurance and disability products. As part of the administration of these products, Benefits Administration provides a service center to help members with questions concerning eligibility and other issues.

Strategic Technology Solutions

Strategic Technology Solutions (STS) is the State of Tennessee's enterprise IT department, which houses Technical Operations & Administration, Business Solutions Delivery (BSD), and Enterprise Resource Planning (Edison ERP). STS facilitates the use of information systems and provides technical direction to departments as charged by the Commissioner of Finance and Administration and the Information Systems Council. STS provides technical services, policies, and enterprise strategic planning for the State's operating systems. STS delivers services for statewide data, voice, and video operations; technical research; information technology training for IT professionals; and security policy, direction, and protection. STS is also responsible for solutions development and support of enterprise applications; manages the State's TN.gov websites; and operates two data centers housing servers and data storage. Department-focused IT staff are housed within the five BSD Business Domains. The Business Domains provide IT strategic planning, high-level shared resources, and customer service delivery. BSD also provides the following IT services to all state departments: strategic planning, project and portfolio management, workstation support, and IT customer care. Edison ERP delivers an integrated enterprise software solution for addressing the state's administrative functions such as human resources, payroll, financial management, and procurement.

Office of Customer Focused Government

The Office of Customer Focused Government concentrates on improving business for internal and external customers. The office helps state agencies become more effective and efficient, reducing cost of operations and resulting in better services. The office helps coordinate strategy, metrics, and transformational initiatives across all agencies.

Fiscal and Management Services

This functional area develops and implements policies pertaining to the fiscal and managerial aspects of state government, including agency strategic planning, budgeting, accounting, and central state planning and policy development.

Division of Accounts

The Division of Accounts provides the controller function for the state. In Tennessee, this function includes responsibility for the management of all aspects of the preparation and independent audit of the state's Comprehensive Annual Financial Report, as well as the Executive Branch central accounting initiative. Ancillary responsibilities of the division include:

- Maintenance of the general ledger and the official accounting records of the state;
- Preparation and filing of required statewide IRS payroll and service provider information reporting;
- Management and operation of statewide centralized payment processing for all vendor payments and employee expense reimbursements;
- Management and operation of central payroll processing for the state;
- Compilation of the federally required Schedule of Expenditures of Federal Awards (SEFA);
- Validation of open checkbook data posted to the state's transparency site; and,
- Promotion of awareness throughout state government that grants normally come with significant requirements, and provision of guidance to assist in maximizing the benefits of grants while minimizing risk.

In addition, the division works with State Funding Board staff on the determination of commercial paper draws and bond sale sizing; establishes state accounting policies and practices; monitors the state's compliance with the federal government's Cash Management Improvement Act related to federal draws of grant funds; and, manages certain statewide commerce infrastructure contracts (i.e. credit card acceptance/merchant services and prepaid card services).

Division of Budget

In accordance with budget recommendations of the Governor and the Commissioner of Finance and Administration, the Division of Budget prepares the annual Budget Document and general appropriations bill for transmittal to the General Assembly. The division also is responsible for preparing the annual Work Program (enacted budget allotments) by adjusting the proposed budget to reflect final legislative action on the appropriations act and bond authorization act. The Budget includes both operational allotments and the capital outlay program. Throughout the year, the Division of Budget monitors spending and state revenue collections of all state agencies.

TennCare Fraud and Abuse Prevention

Office of Inspector General

The Office of Inspector General was created to help prevent, identify, investigate, and prosecute individuals who commit or attempt to commit fraud or abuse in the TennCare Program, which is the state's Medicaid waiver health-care program.

Budget Overview

The Department of Finance and Administration's estimated operational budget, including payroll, for fiscal year 2020-2021 is \$454,068,600 which is for general government programs.

DEPARTMENTAL BUDGET BY DIVISION AND BY SOURCE

	State	Federal	Other	Total
Accounts	2,730,500	-	48,817,600	51,548,100
Administration	2,969,900	-	4,856,700	7,826,600
Benefits Administration	13,121,700	-		13,121,700
Budget	6,091,500	-		6,091,500
Business Solutions Delivery	-	-	77,924,300	77,924,300
Criminal Justice Programs (OCJP)	4,631,200	57,258,200	105,800	61,995,200
Enterprise Resource Planning	-	-	28,847,000	28,847,000
Strategic Technology Solutions (STS)	1,998,800	-	192,626,800	194,625,600
Office of Inspector General (OIG)	-	-	5,373,400	5,373,400
Volunteer Tennessee	313,900	6,376,300	25,000	6,715,200
TOTAL	31,857,500	63,634,500	358,576,600	454,068,600

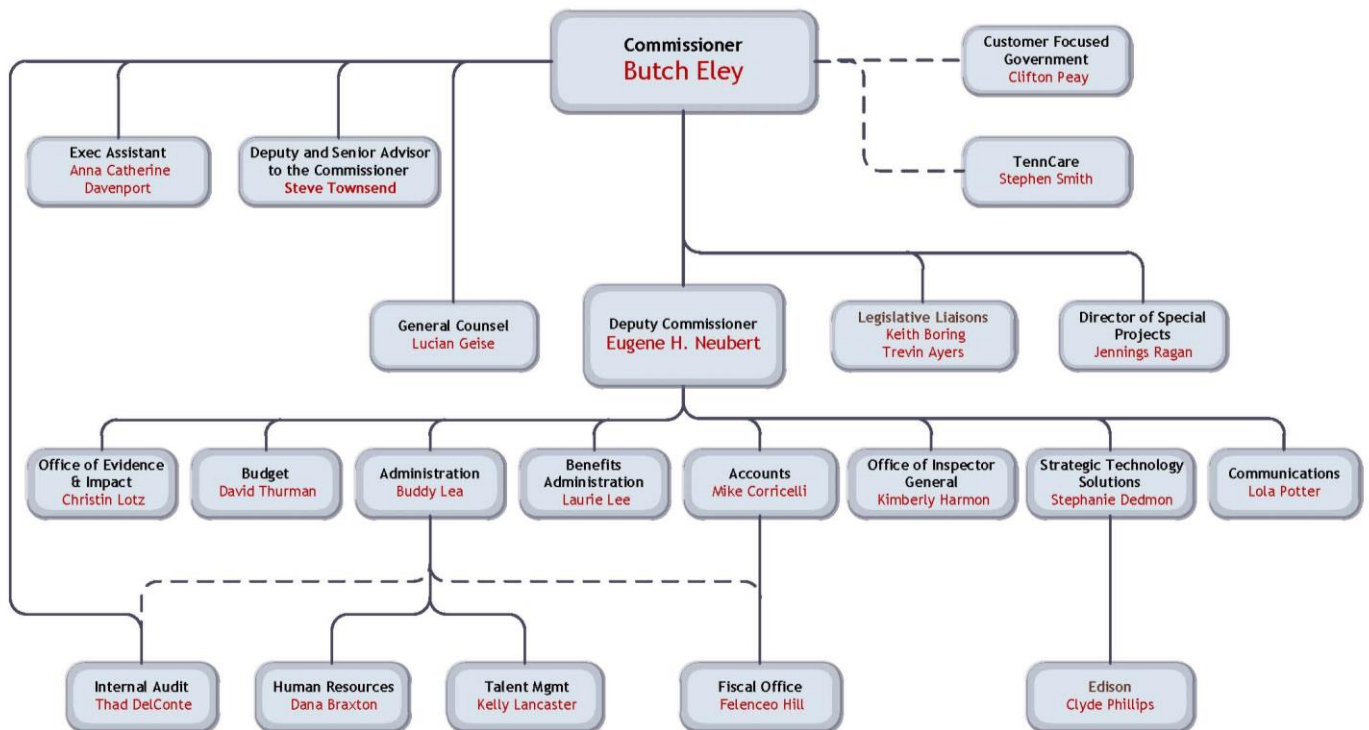
BASED ON RECURRING PORTION OF FY 2020-2021 FINAL BUDGET.

F&A ORGANIZATION CHART



Executive Leadership Team

Revised: 09/23/2020



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Chapter 02 – RESPONSIBLE OFFICIALS

THRC DIRECTIVES

Provide the name, title, addresses and signature of the Department Head, the Title VI Coordinator and any other person involved in developing the annual implementation plan.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

Lucian D. Geise

Digitally signed by Lucian D. Geise
DN: cn=Lucian D. Geise, o=Department of Finance and
Administration, ou=Department, email=lucian.geise@tn.gov, c=US
Date: 2020.09.24 16:31:40 -05'00'

Lucian Geise
Title VI & Title IX Coordinator
General Counsel
20th Floor, Tennessee Tower
312 Rosa L. Parks Avenue
Nashville, Tennessee 37243

Date Signed






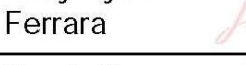
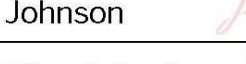
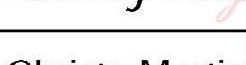
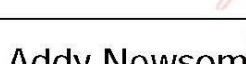
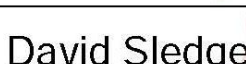



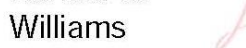

Butch Eley byEHN

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Date: 2020.09.25 08:39:34 -05'00'

Butch Eley
Commissioner
First Floor, State Capitol
600 Charlotte Avenue
Nashville, Tennessee 37219

Date Signed

This report was compiled by staff in the F&A - Human Resource Office.
Data input from each of the program areas were provided and verified by the following:

NAME	DIVISION	SIGNATURE
Dana Braxton	Division of Administration	 Digitally signed by Dana Braxton Date: 2020.09.22 11:47:18 -05'00'
Veronica Coleman	Division of Accounts	 2020.09.22 12:35:07 -05'00'
Mike Corricelli	Division of Accounts	 Digitally signed by Mike Corricelli DN: cn=Mike Corricelli, o=State of Tennessee, ou=Department of Finance & Administration, Division of Accounts, email=Mike.Corricelli@tn.gov, c=US Date: 2020.09.22 12:41:45 -05'00'
Anna Catherine Davenport	Commissioner's Office	 Digitally signed by Anna Catherine Davenport Date: 2020.09.22 13:15:47 -05'00'
Thad DelConte	Office of Internal Audit	 Thad DelConte 2020.09.22 13:30:11 -05'00'
Mary Byrd Ferrara	Office of General Counsel	 Digitally signed by Mary Byrd Ferrara Date: 2020.09.23 10:42:47 -05'00'
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Buddy Lea	Division of Administration	 Digitally signed by Buddy Lea DN: cn=Buddy Lea, o=Finance and Administration, ou=Finance and Administration, email=buddy.lea@tn.gov, c=US Date: 2020.09.23 10:16:11 -05'00'
Christa Martin	Benefits Administration	 Digitally signed by Christa Martin DN: cn=Christa Martin, o=Benefits Administration, ou=Director of Financial Management and Program Integrity, email=Christa.Martin@tn.gov, c=US Date: 2020.09.23 09:52:17 -05'00'
Addy Newsom	Strategic Technology Solutions	 Digitally signed by Addy Newsom Date: 2020.09.23 11:28:41 -05'00'
David Sledge	Division of Administration	 Digitally signed by David Sledge DN: cn=David Sledge, o=State of Tennessee, ou, email=David.Sledge@TN.gov, c=US Date: 2020.09.23 15:32:49 -05'00'
Jim Snell	Volunteer Tennessee	 Digitally signed by Jim Snell DN: cn=Jim Snell, o=Volunteer Tennessee, ou, email=jim.snell@tn.gov, c=US Date: 2020.09.23 12:10:19 -05'00'
Amanda Treat	Division of Administration	 Digitally signed by Amanda Treat DN: cn=Amanda Treat, o=F&A HRO, email=Amanda.Treat@tn.gov, c=US Date: 2020.09.22 11:51:53 -05'00'
Lisa VonHaeger	Division of Accounts	 Digitally signed by Lisa von Haeger Date: 2020.09.23 12:43:04 -05'00'
Ronald G. Williams	Office of Criminal Justice Programs	 Digitally signed by Ronald G. Williams Date: 2020.09.23 13:36:04 -05'00'

Chapter 03 – DEFINITIONS

THRC DIRECTIVES

Provide definitions of all common terms stated in the plan to ensure agency staff, recipients and beneficiaries have a consistent applicable definition.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

DEFINITIONS

Assurances—a written statement of agreement signed by one legally authorized to contractually bind an entity in which the signatory agrees on behalf of the organization to administer federally assisted program in accordance with all applicable laws and regulations including those applicable to nondiscrimination.

Beneficiary—person to whom assistance, services, or benefits are ultimately provided pursuant to a state administered or contracted program. Potential Beneficiaries are those persons who are eligible to receive program benefits and services.

Compliance—fulfillment of the requirements of Title VI and Title IX, other applicable laws, implementing regulations, and instructions to the extent that no distinctions are made in the delivery of any service or benefit on the basis of race, color, national origin, gender or visual impairment.

Complaint—a written allegation of discrimination which indicates that a program is operated in such a manner that it results in disparity of treatment to persons or groups of persons because of race, color, national origin, gender or visual impairment.

Contractor—a person or entity that agrees to perform services at a specified price either pursuant to a contract or grant. The state must determine for each contract whether it establishes a vendor or a Sub recipient relationship with the state.

Compliance Reviews—regular, systematic inspections of agency programs conducted to determine compliance with Title VI and Title IX requirements as well as the intents of this implementation plan. Compliance reviews are intended to help to measure the effectiveness of agency efforts to foster the intents of Title VI and Title IX. Compliance reviews may be conducted by means of either on-site or desk reviews of programs and associated documentation. These reviews may identify problems such as denial of full benefits, barriers to participation, different treatment, lack of selection to advisory boards and planning committees, lack of information, or denial of the right to file a complaint.

Desk Review—a desk review is a structured paper review of statistical and narrative information submitted by recipients or agency program offices of compliance information obtained before or without going on-site and may include routine reviews of assurance forms or other documents to ensure that they have been properly completed.

Discrimination—involves making an illegal distinction between one person or group of persons and others, either intentionally, by neglect, or by the effect of actions or lack of actions based on race, color, national origin, gender visual impairment, or other characteristic deemed to be “protected” from discrimination under federal or state law.

Federal Assistance—any funding, property, or aid provided by the federal government.

Limited English Proficiency—the inability to speak, read, write or understand the English Language at a level that permits an individual to effectively interact with service providers.

Monitoring—a review process used to determine a sub recipient’s compliance with the requirements of a state and/or federal program, applicable laws and regulations, and stated results and outcomes.

Noncompliance—failure to comply with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, or other applicable nondiscrimination and civil rights laws.

Post-Award Review—a routine inspection of agency programs during and after federal assistance has been provided to the beneficiary or recipient. These reviews may be cyclical or based on a priority system contingent upon the potential for noncompliance in individual programs. Reviews are normally conducted through on-site visits; however, desk reviews and other mechanisms may also be used to assess the operation of programs. A post-award review may result in a written report that shows compliance status. When necessary, the report will contain recommendations for corrective action. If noncompliance is identified, technical assistance and guidance will be provided to result in voluntary compliance. If voluntary compliance cannot be secured, formal enforcement action is then initiated.

Pre-Award Review—a review of the proposed operations of a program applicant prior to the approval of a contract and the establishment of a Sub recipient relationship. The department must determine that the program or facility will be operated such that program benefits will be equally available to all eligible persons without regard to race, color, national origin, gender, or visual impairment. The applicant may provide methods of administering the program designed to ensure that the program would comply with all applicable regulations and correct any existing or developing instances of noncompliance.

Public Notification—communication and publicizing information by means of newspapers; newsletters; periodicals; radio and television; community organizations; and grassroots and special needs directories, brochures, or pamphlets. Such may include but is in no way limited to information about Title VI and Title IX, F&A's processes related thereto, statements of nondiscrimination, as well as the availability of programs, services and benefits.

Sub recipient—a non-federal entity that expends state or federal funds under a contract with the state which provides for the contractor to carry out a state or federal program. A Sub recipient is distinguished from a vendor in the nature of the relationship that exists between the state and the contractor. In determining whether a contractor is a Sub recipient or a vendor, the substance of the relationship with the state is more important than the form of the agreement. To distinguish between Sub recipients and vendors, it is necessary to exercise judgment using the following characteristics:

Sub recipient—	Vendor—
<ul style="list-style-type: none"> determines who is eligible to receive state or federal assistance through the program administered by the contractor has performance measured against whether the objectives of the state or federal program are met has responsibility for programmatic decision making has responsibility for adherence to applicable state or federal program compliance requirements uses state or federal funds to carry out a program of the state as compared to providing goods or services to a program of the state 	<ul style="list-style-type: none"> provides the goods or services to many different purchasers provides the goods or services within normal business operations operates in a competitive environment provides goods or services that are ancillary to the operation of the state or federal program is not subject to compliance requirements of the state or federal program

It should be noted that program compliance requirements do not pass through to a vendor. Sub recipients make programmatic decisions, determine eligibility for services, adhere to applicable State and/or Federal program compliance requirements, and have performance measured against program objectives. A vendor provides goods and services to many different purchasers within normal business operations in a competitive environment. The goods or services provided by a vendor are ancillary to the operation of the State and/or Federal program. A given service provider may be a Sub recipient for one grant while having a vendor relationship with the State for another contract.

Chapter 04 – *NON-DISCRIMINATION POLICY*

THRC DIRECTIVES

Provide the following:

- A. Complete copy of your agency's non-discrimination policy.
 - 1. This is not the equal employment policy but if both matters are covered in one policy it is acceptable to include them both.
 - 2. If your policy reflects the authority of other statutes, that may also be included.
 - 3. Distributed to staff regarding Title VI
- B. A statement that the department or agency, its sub recipients or contractors shall make available any compliance report to be reviewed by THRC upon request.


DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

The Department of Finance and Administration, its sub recipients, and contractors shall make available any compliance report to be reviewed by THRC upon request, as is discussed in more detail in Chapter 12 - Sub-recipient Monitoring.

The department complies with the Department of Finance and Administration Policy 36 - Nondiscrimination Policy and Complaint Procedures (Revised 04/2019) and the Department of Finance and Administration Policy 37 - Investigations of Allegations of Illegal Discrimination and Harassment (Revised 05/2018) in conjunction with DOHR Policy 12-009 Investigations of Allegations of Illegal Discrimination and Harassment, DOHR Policy 12-009 Attachment 1 Intake Referral Form, and DOHR Policy 12-009 Attachment 2 Investigation Memorandum Format.

The Department's Policy 36 prohibits discrimination based on sex in all programs. The Department acknowledges and affirms that sex discrimination includes discrimination based upon sex, sexual orientation, and gender identity, and affirms that its application of its Nondiscrimination Policy incorporates this broad definition as determined by the Supreme Court of the United States. The Department plans to amend Policy 36 to specify the expansion of the definition of sex discrimination.

POLICY

Approved by: Stuart McWhorter, Commissioner	Policy Number: 36
Signature: 	Supersedes: F&A Policy #36 dtd November 05, 2018
Application: Finance & Administration Employees, Finance & Administration Service Recipients, and Finance & Administration Grant Sub-recipients	Effective Date: April 01, 2019
Authority:	Rule:

Subject:

Nondiscrimination Policy and Complaint Procedures

I. Policy.

- A. It is the policy of the Tennessee Department of Finance and Administration (F&A) not to discriminate and to ensure that its sub-recipients of United States Department of Justice (DOJ) or other federal funds do not discriminate in employment or services based on race, color, national origin, disability, sex, age, religion, and, if a recipient receives funds under the Violence Against Women Act, sexual orientation and gender identity.
- B. F & A and all sub-recipients of federal funds through F & A, including DOJ funds, shall comply with the following statutes:
 - a. Title VI of the Civil Rights Act (Title VI) of 1964, as amended, 42 U.S.C. § 2000d, and the DOJ implementing regulation, 28 C.F.R. pt. 42, subpts. C & D (prohibiting discrimination in federally assisted programs based on race, color, and national origin in the delivery of services or benefits);
 - b. Title IX of the Education Amendments (Title IX) of 1972, as amended, 20 U.S.C. § 1681, and the DOJ implementing regulations, 28 C.F.R. pt. 42, subpt. D & pt. 54 (prohibiting discrimination in federally assisted education programs based on sex both in employment and in the delivery of services or benefits);
 - c. Title II of the Americans with Disabilities Act of 1990, as amended, 42 U.S.C. § 12132, and the implementing regulation at 28 C.F.R. § 35.171(a)(1)(i), (3)(i) (prohibiting discrimination based on disability both in employment and in the delivery of services or benefits);
 - d. Section 504 of the Rehabilitation Act (Section 504) of 1973, as amended, 29 U.S.C. § 794, and the DOJ implementing regulation, 28 C.F.R. pt. 42, subpt. G (prohibiting discrimination in federally assisted programs based on disability both in employment and in the delivery of services or benefits);

Tennessee Department of Finance & Administration

F & A Policy:

Nondiscrimination Policy and Complaint Procedures

Policy Number: 36

Revised:

April 01, 2019

- e. Age Discrimination Act (Age Act) of 1975, as amended, 42 U.S.C. § 6102, and the DOJ implementing regulation, 28 C.F.R. pt. 42, subpt. I (prohibiting discrimination in federally assisted programs based on age in the delivery of services or benefits);
 - f. Executive Order 13,559, amending Executive Order 13,279, and the DOJ implementing regulation, Partnerships with Faith-Based and Other Neighborhood Organizations, 28 C.F.R. pt. 38 (prohibiting discrimination in federally assisted social service programs based on religion in the delivery of services or benefits).
- C. Additionally, F&A shall comply with the following statutes and sub-recipients of federal funds including DOJ funds shall comply with one or more of the following statutes, depending upon the nature of the federal grant received by the sub-recipient:.
- a. Omnibus Crime Control and Safe Streets Act (Safe Streets Act) of 1968, as amended, 34 U.S.C. §§ 10228(c) & 10221(a), and the DOJ implementing regulations, 28 C.F.R. pt. 42, subpts. D (prohibiting discrimination in programs funded under the statute, both in employment and in the delivery of services or benefits, based on race, color, national origin, sex, and religion) & E (requiring certain DOJ-funded programs subject to the administrative provisions of the statute to prepare, maintain, and submit an Equal Employment Opportunity Plan (EEO));
 - b. Juvenile Justice and Delinquency Prevention Act (JJDP Act) of 1974, as amended, 34 U.S.C. § 11182(b), and the DOJ implementing regulations, 28 C.F.R. §§ 31.202, .403 & pt.42, subpt. D (prohibiting discrimination in programs funded under the statute, both in employment and in the delivery of services or benefits, based on race, color, national origin, sex, and religion);
 - c. Victims of Crime Act (VOCA) of 1984, as amended, 34 U.S.C. § 20110(e) and the regulation implementing the Victim of Crime Act Victim Assistance Program, 28 C.F.R. § 94.114 (prohibiting discrimination in programs funded under the statute, both in employment and in the delivery of services or benefits, based on race, color, national origin, sex, religion, and disability); and
 - d. Violence Against Women Act (VAWA) of 1994, as amended, 34 U.S.C. § 12291(b)(13) (prohibiting discrimination in programs either funded under the statute or administered by the Office on Violence Against Women, both in employment and in the delivery of services or benefits, based on actual or perceived race, color, national origin, sex, religion, disability, sexual orientation, and gender identity) (referring to the Safe Streets Act for enforcement).

II. Procedure for Filing a Discrimination Complaint.

- A. A complaint alleging discrimination in employment or delivery of services against the Tennessee Department of Finance and Administration (F & A), or against a program administered by F & A may be filed with the Tennessee Human Rights Commission or the

F & A Policy:

Nondiscrimination Policy and Complaint Procedures

Policy Number: 36

Revised:

April 01, 2019

United States Department of Justice within 180 days or 1 year of the date of the alleged discrimination depending upon the statute, at the following addresses:

Tennessee Human Rights Commission
312 Rosa Parks Ave, 23rd floor
WRS Tennessee Tower
Nashville, TN 37243

U.S. Office for Civil Rights
Office of Justice Programs
U.S. Department of Justice
810 7th Street NW
Washington, DC 20531

- B. A complaint alleging discrimination in employment or delivery of services against the Tennessee Department of Finance and Administration (F & A) or a program administered by F & A may be filed with the F & A Civil Rights Coordinator within 180 days or 1 year of the date of the alleged discrimination depending upon the statute, at the following address:

Tennessee Department of Finance and Administration
Civil Rights Coordinator and Civil Rights Investigator
312 Rosa L. Parks Avenue, Suite 2000
WRS Tennessee Tower
Nashville, TN 37243-1102

III. F & A Procedures for Processing Discrimination/Civil Rights Complaints.

- A. All Complaints must be filed in writing and include your name, address, and telephone number. The deadline for filing complaints is 180 days or 1 year from the date of the alleged discrimination depending upon the statute under which the complainant is filing. All administrative complaints filed pursuant to Title VI or Title IX must be filed within 180 days of the discriminatory act unless that time period is extended due to special circumstances.

If you are filing on behalf of another person, include your name, address, telephone number and your relation to that person (for example, friend, attorney, or parent). Your Complaint must be submitted on the F & A Civil Rights Complaint Form found at this link, or in a similar writing which contains all information requested on the F & A Civil Rights Complaint Form.

- B. Upon receipt of the complaint, the F & A Civil Rights Coordinator will: (a) notify the complaining party that the complaint was received and of the opportunity to file with the Office for Civil Rights; (b) evaluate jurisdiction and the need for additional information; and (c) determine the applicable jurisdiction for the Complaint. If the complaint is filed by an internal party or is a complaint regarding employment discrimination over which F & A does not have jurisdiction, the Civil Rights Coordinator will forward the complaint to the appropriate agency having jurisdiction for investigation.

F & A Policy:

Nondiscrimination Policy and Complaint Procedures

Policy Number: 36

Revised:

April 01, 2019

- C. If the complaint arises under Title VI or Title IX, the F & A Civil Rights Coordinator shall report the complaint to the Tennessee Human Rights Commission Title VI Compliance Program within ten (10) days of receipt of the complaint. If the Complaint is within the jurisdiction of F & A, the F & A Civil Rights Investigator shall initiate the investigation of the merit of the complaint, and conduct the investigation in compliance with F & A's investigation process as is set out below:
- a. F & A Civil Rights Investigator, or designee, shall initiate the investigation within thirty (30) days of receipt.
 - b. F & A Civil Rights Investigator, or designee, shall conduct a thorough investigation of all complaints.
 - c. The F & A Civil Rights Investigator shall conclude its investigation and submit a written investigation summary to the Tennessee Human Rights Commission within ninety (90) days of receipt of the Complaint, and prior to communicating the investigation findings to the complainant.
 - d. After submission of the investigation summary to the Tennessee Human Rights Commission and its review, the F & A Civil Rights Coordinator shall notify the parties of the final decision in writing. If the investigation indicates that a violation did not occur, the F & A Civil Rights Coordinator will notify the parties of the final decision in writing.
 - e. The F & A Civil Rights Coordinator shall retain all documentation of the investigation for a period of five years.
 - f. If the Complainant is not satisfied with the decision of the F & A Civil Rights Investigator, the complainant may still have time to file with the U. S. Department of Justice, Office of Justice Programs, Office for Civil Rights, or other appropriate Federal agency or court with jurisdiction over the claim asserted if the time for filing with said court or agency has not expired.
 - g. Filing a complaint with the F & A Civil Rights Coordinator cannot be relied upon to extend the time for filing civil rights complaints with other applicable state or federal courts or agencies.

Approved by: Larry Martin, Commissioner	Policy Number: 37
Signature: 	Supersedes:
Application: Finance and Administration Employees	Effective Date: May 21, 2018
Authority:	Rule:

Subject:

Investigations of Allegations of Illegal Discrimination and Harassment

Pursuant to the Tennessee Department of Human Resources (DOHR) Policy No. 12-009, the Department of Finance and Administration (F&A) adopts the following internal procedure for investigation of allegations of illegal discrimination and harassment:

- A. The F&A Director of Human Resources or designee will be charged with investigating all claims of illegal discrimination and harassment.
- B. The results of such investigations will be reported to the Deputy Commissioner for Operations or designee and the F&A General Counsel or designee.
- C. When a complaint is filed, the investigator shall inform the complainant, accused, and all witnesses of (a) the State's policy concerning retaliation; and (b) the following limitations on confidentiality:

To the extent provided by law, the State will try to maintain the confidentiality of each party involved in a workplace harassment investigation, complaint, or charge, provided it does not interfere with the department's ability to investigate the allegations or take corrective actions. However, state law may prevent the state from maintaining total confidentiality of investigations. Therefore, the State does not guarantee confidentiality.

- D. The investigator will communicate information concerning the allegations only to those persons to whom the investigator is authorized to report such matters.
- E. The standardized intake/referral form, found as attachment no. 1 to DOHR Policy No. 12-009, and attachment no. 1 hereto, shall be completed for every allegation of illegal discrimination and harassment. Upon completion of the intake/referral form, the F&A Human Resources Director will determine what information is needed to complete the investigation, and proceed accordingly with the investigation.

Tennessee Department of Finance & Administration

F & A Policy:

Investigations of Allegations of Illegal Discrimination and Harassment

Policy Number: 37

- F. All investigations shall include, at a minimum, an interview with the Complainant, and all persons against whom the Complaint has been made.
- G. For every complaint of illegal discrimination and harassment, the investigator shall create an investigation memorandum using the standard format, found as attachment no. 2 to DOHR Policy No. 12-009, and attachment no. 2 hereto.
- H. Upon the conclusion of the investigation, F&A will issue a letter to the accuser and accused to notify the parties of the outcome of the investigation. The notification will be in general terms unless more specific information is required or appropriate under the circumstances.
- I. In all cases which result in disciplinary action, the records of the disciplinary action shall be maintained in the disciplined employee's human resources file as required by DOHR Rules regarding retention of disciplinary records.
- J. All documents generated by such investigations and any subsequent disciplinary action will be preserved in by the F&A Human Resources Director for five (5) years as required under RDA 5-2963, which retention requirement may exceed the retention in the disciplined employee's human resources file.
- K. F&A reserves the ability to transfer the internal investigation process to DOHR, by agreement, for handling consistent with the process outlined in DOHR Policy No. 12-009

DOHR Policy: Investigations of Allegations of Illegal Discrimination and Harassment	Policy Number: 12-009
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Attachment 1

Intake/Referral Form

Statement Concerning Confidentiality

Pursuant to Tennessee Code Annotated § 10-7-503(a)(2)(A), "all state . . . records . . . shall at all times, during business hours, be open for personal inspection by any citizen of Tennessee, and those in charge of such records shall not refuse such right of inspection to any citizen, unless otherwise provided by state law." Accordingly, the State cannot and does not guarantee the confidentiality of this document or any notes, files, reports, or other documents, whether created by the State or received from the complainant, accused, or witnesses.

NAME OF COMPLAINANT OR PERSON REPORTING EVENT: _____

TELEPHONE NUMBERS OF COMPLAINANT OR PERSON REPORTING EVENT:

WORK: _____

PREFERRED: _____

NAME OF AGENCY AND DIVISION INVOLVED: _____

NAME OF PERSON(S) WHO ALLEGEDLY DISCRIMINATED AGAINST YOU OR HARASSED YOU?

RELATIONSHIP OF ALLEGED ACCUSER TO YOU (I.E. DIRECT SUPERVISOR, CO-WORKER):

DATE OF EARLIEST OCCURRENCE OF EVENTS? _____

DATE OF LATEST OCCURRENCE OF EVENTS? _____

HOW WERE YOU DISCRIMINATED AGAINST (E.G. DISCIPLINARY ACTION, PROMOTION, DEMOTION, HOSTILE ENVIRONMENT)?

Tennessee Department of Human Resources

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DOHR Policy: Investigations of Allegations of Illegal Discrimination and Harassment	Policy Number: 12-009
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EXPLAIN AS CLEARLY AS POSSIBLE WHAT HAPPENED, INCLUDING WHO DID WHAT, WHERE IT HAPPENED, WHO WAS INVOLVED, ETC. PLEASE ATTACH ADDITIONAL PAGES IF NECESSARY.

EXPLAIN WHY YOU BELIEVE THESE EVENTS OCCURRED:

DESCRIBE HOW OTHERS WERE TREATED DIFFERENTLY THAN YOU:

WERE THERE OTHER EMPLOYEES WHO WERE TREATED BETTER IN SIMILAR CIRCUMSTANCES?

PLEASE CHECK ONE: YES ____ NO ____

IF YOU ANSWERED YES TO THE PREVIOUS QUESTION, PLEASE PROVIDE THE NAMES OF THE EMPLOYEES WHO WERE TREATED BETTER AND DESCRIBE HOW THEY WERE TREATED BETTER:

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PLEASE LIST BELOW ANY PERSONS (WITNESSES, FELLOW EMPLOYEES, SUPERVISORS, OTHERS) WHO MAY HAVE ADDITIONAL INFORMATION TO SUPPORT OR CLARIFY THIS COMPLAINT. EXPLAIN WHAT INFORMATION EACH CAN PROVIDE.

WHAT EXPLANATION DO YOU THINK THE AGENCY OR ACCUSED WILL GIVE AS TO WHY YOU WERE TREATED IN THIS MANNER?

PLEASE IDENTIFY ANY OTHER INFORMATION (INCLUDING DOCUMENTARY EVIDENCE SUCH AS DIARIES, JOURNALS, RECORDINGS, EMAILS, VOICEMAILS, CORRESPONDENCE, ETC.) THAT YOU THINK IS RELEVANT TO THIS MATTER.

WHAT DO YOU WANT TO HAPPEN AS A RESULT OF THIS COMPLAINT?

IF YOU HAVE TOLD ANYONE ELSE ABOUT THIS MATTER, PLEASE LIST THE NAME(S) AND RELATIONSHIP(S) (CO-WORKER, FAMILY MEMBER, ETC.)

SIGNATURE OF COMPLAINANT: _____

DATE: _____

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IF COMPLETED BY SUPERVISOR OR AGENT OF STATE AS A RESULT OF INTERVIEWING A COMPLAINANT,
PLEASE PROVIDE THE FOLLOWING INFORMATION:

PRINTED NAME: _____

SIGNATURE: _____

TITLE: _____

AGENCY AND/OR DIVISION: _____

WORK TELEPHONE NUMBER: _____

DATE COMPLAINT RECEIVED: _____

DATE FORM COMPLETED: _____

REASON FOR DELAY, IF ANY, BETWEEN THE DATE THE COMPLAINT WAS RECEIVED AND THE DATE THE
FORM WAS COMPLETED:

NAME AND TITLE OF PERSON TO WHOM THE FORM WAS FORWARDED FOR ACTION:

DATE ON WHICH THE FORM WAS FORWARDED:

PR-0411

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DOHR Policy: Investigations of Allegations of Illegal Discrimination and Harassment	Policy Number: 12-009
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Attachment 2

Investigation Memorandum Format

1. Complainant's name, job title, agency, location
2. Initiation of investigation:
 - a. Persons involved in conducting investigation
 - b. Date complaint received by agency
 - c. Person in agency who initially received complaint
 - d. Date investigation began and, if applicable, reason for any delay
3. Description of complaint
 - a. General nature of events giving rise to complaint, including dates of alleged events
 - b. Person(s) accused of inappropriate behavior and organizational relationship to complainant
4. Statements and evidence gathered in the investigation
 - a. Complainant
 - i. Specific allegation(s). If more than one allegation, list each separately
 - ii. Additional witnesses named by complainant
 - iii. Resolution desired by complainant
 - b. Person accused of inappropriate behavior. If more than one, list each separately
 - i. Specific response(s) to allegation(s). If more than one, list each separately
 - ii. Additional witnesses named by accused
 - c. Witnesses interviewed
 - i. Name and job title. If more than one, list each separately
 - ii. Evidence about specific allegations (noting firsthand knowledge v. secondhand knowledge)
 - iii. Additional witnesses, if any
5. Summary of evidence
 - a. Corroboration of specific allegations
 - b. Non-corroboration of specific allegations
 - c. Other pertinent information
6. Conclusions concerning violation of policy. INCLUDE ONLY AT THE DIRECTION OF THE AGENCY.
7. Appendices
 - a. List of potential witnesses not interviewed and reason
 - b. List of attachments (documentary evidence)

The State of Tennessee is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State's policy to provide an environment free of discrimination and harassment of an individual because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws.

Definitions of Discrimination and Harassment in the Workplace

A. Workplace Discrimination and Harassment

This policy prohibits unequal and unlawful treatment of an individual on the basis of a person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, or veteran's status or any other category protected by state and/or federal civil rights laws. This policy further prohibits any unwelcome verbal, written, physical conduct, or electronic communication that either degrades or shows hostility or aversion towards a person because of that person's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, or veteran's status or any other category protected by state and/or federal civil rights laws.

To aid employees in identifying prohibited behavior, the following specific examples of workplace discrimination and harassment are provided. These examples are not exhaustive; they illustrate, however, the types of conduct that violate this policy:

- Undermining a person's authority or work performance because of the person's protected characteristics, such as age or religion;
- Using stereotypes or assumptions to guide decision-making about a person's career;
- Unwelcome touching or near-touching, which can encompass leaning over, cornering, hugging, or pinching, sexual innuendos, teasing and other sexual talk such as jokes, personal inquiries, persistent unwanted courting and sexist put-downs;
- Slurs and jokes about a class of persons, such as disabled persons or a racial group;
- Distributing via electronic means epithets, slurs, jokes or remarks that are derogatory, demeaning, threatening or suggestive to a class of persons or a particular person or that promote stereotypes of a class of persons;
- Display of explicit or offensive calendars, posters, pictures, drawings or cartoons that are sexually suggestive or that reflect disparagingly upon a class of persons or a particular person; or
- Derogatory remarks about a person's national origin, race, language, or accent.

B. Hostile Work Environment

Hostile work environment harassment occurs when a victim is subjected to severe or pervasive comments or conduct based on race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws; resulting in a work environment that a reasonable person would consider hostile. A hostile work environment may also be created by innuendoes, touching, electronic communications or other conduct.

C. Sexual Harassment

Sexual harassment involves any unwelcome sexual advance, request for sexual favors, or verbal, written, electronic, or physical conduct of a sexual nature by a manager, supervisor, coworker, or non-employee (third party). Managerial harassment occurs when a manager or a supervisor gives or withholds a work-related benefit in exchange for sexual favors from the victim or takes an adverse action against an employee for refusing a request for sexual favors.

In some circumstances, threatening to take such actions may also be a violation of this policy. Certain actions may also create a hostile work environment. (See the definition for "Hostile Work Environment" above.)

D. Retaliation

Retaliation occurs when any adverse action is taken against an individual or individuals for exercising rights under this policy.

E. Third Parties

Third parties are individuals who are not state employees but who have business interactions with state employees. Such individuals include, but are not limited to, customers, such as applicants for state employment or services, vendors, contractors, or volunteers.

Conduct Prohibited by the State of Tennessee

The State of Tennessee strictly forbids and will not tolerate discrimination or harassment of any employee, applicant for employment, or third party on the basis of an individual's race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran's status or any other category protected by state and/or federal civil rights laws. The fact that an alleged offender meant no harm or was teasing will not excuse conduct that violates this policy.

The State of Tennessee strictly forbids and will not tolerate any form of retaliation directed against an employee, applicant for employment, or third party who either complains about or reports discrimination or harassment, participates in any investigation concerning discrimination or harassment, or is associated or perceived to be associated with a person who initiates a complaint or participates in the investigation of a complaint under this policy.

How to Report Incidents of Discrimination or Harassment

If an employee, applicant for employment, or third party believes he/she has been subjected to discriminatory or harassing conduct that violates this policy, or observes conduct that violates this policy, he/she is encouraged to report those incidents as soon as possible after the event occurs.

Employees and applicants for employment may file a complaint with their department's human resources director, the department head, their supervisor(s), or any individual designated by the department to receive such reports. Under no circumstances is the individual alleging workplace discrimination or harassment required to file a complaint with the alleged harasser. If an employee or applicant believes he/she cannot file a complaint within his/her agency, that person should contact the Department of Human Resources, Office of General Counsel, EEO Division, at Workplace.Harassment@tn.gov.

Individuals who wish to file a complaint are encouraged, but are not required, to submit the complaint in writing and to include a description of the incident(s) as well as the date(s), time(s), place(s) and any witnesses. Individuals may also use the attached Intake/Referral Form to file complaints.

If a complaint involves an executive director, assistant commissioner, deputy commissioner, or the commissioner, an employee or applicant for employment may file the complaint directly with the Department of Human Resources, Office of General Counsel, EEO Division.

How to Report Retaliation Incidents

If an employee, applicant for employment, or third party believes he/she has been subjected to retaliation for engaging in protected conduct under this policy, or observes retaliation, he/she is encouraged to report those incidents as soon as possible after the event occurs.

Any employee, applicant for employment, or third party who makes complaints of workplace discrimination or harassment or provides information related to such complaints will be protected against retaliation. If retaliation occurs, the employee, applicant for employment, or third party is encouraged to report the retaliation in the same manner as he/she would report a workplace discrimination or harassment complaint.

Reports can be made using the attached Intake/Referral Form.

How Complaints are Investigated and Resolved

The affected department will conduct a thorough and neutral investigation of all reported complaints of workplace discrimination, harassment or retaliation as soon as practicable. Generally, an investigation will include an interview with the complainant to determine if the conduct in issue violates this policy. If the department determines that the conduct falls within the terms of this policy, the department will interview the alleged offender and any other witnesses who have direct knowledge of the circumstances of the allegations. If the department determines that the conduct best falls within the terms of another policy, the department will review the complaint following the procedures established in that policy.

The department retains the sole discretion to determine whether a violation of this policy has occurred and to determine what level, if any, of disciplinary action is warranted.

If a complaint involves an executive level employee (such as an executive director, assistant commissioner, deputy commissioner, or commissioner), the Department of Human Resources, Office of General Counsel, EEO Division will investigate the complaint on behalf of the department and report the results to the appropriate agency or authority. The EEO Division may also investigate workplace discrimination and harassment complaints involving nonexecutive level employees, pursuant to an agreement between the department and the Department of Human Resources.

How Confidentiality is Treated

To the extent permitted by law, the State will try to maintain the confidentiality of each party involved in a workplace harassment investigation, complaint or charge, provided it does not interfere with the department's ability to investigate the allegations or to take corrective action. However, state law may prevent the state from maintaining confidentiality of investigations. Therefore, the State does not guarantee confidentiality.

Directive to Supervisory Personnel

Supervisory personnel who receive a complaint alleging workplace discrimination or harassment or learn by any means of conduct that may violate this policy must immediately report any such event to the department's human resources director, EEO officer or to the person designated by the agency to receive the information.

Corrective Action for Violation of this Policy

Any employee who engages in conduct that violates this policy or who encourages such conduct by others will be subject to corrective action. Such corrective action includes, but is not limited to, mandatory participation in counseling, training, disciplinary action, up to and including termination, and/or changes in job duties or location.

Supervisory personnel who allow workplace discrimination, harassment or retaliation to continue or fail to take appropriate action upon learning of such conduct will be subject to corrective action. Such corrective action includes, but is not limited to, mandatory participation in counseling, training, disciplinary action, up to and including termination, and/or changes in job duties or location.

Questions regarding this policy may be directed to the Office of the General Counsel.

The procedure utilized by the Department of Finance and Administration to investigate complaints of workplace harassment and discrimination are set forth in the F&A Policy No. 37, Investigations of Illegal Discrimination and Harassment as below:

Department of Finance and Administration

Policy No. 37 - Investigations of Allegations of Illegal Discrimination and Harassment

Pursuant to the Tennessee Department of Human Resources (DOHR) Policy No. 12-009, the Department of Finance and Administration (F&A) adopts the following internal procedure for investigation of allegations of illegal discrimination and harassment:

- A. The F&A Director of Human Resources or designee will be charged with investigating all claims of illegal discrimination and harassment.
- B. The results of such investigations will be reported to the Deputy Commissioner for Operations or designee and the F&A General Counsel or designee.

- C. When a complaint is filed, the investigator shall inform the complainant, accused, and all witnesses of (a) the State's policy concerning retaliation; and (b) the following limitations on confidentiality:

To the extent provided by law, the State will try to maintain the confidentiality of each party involved in a workplace harassment investigation, complaint, or charge, provided it does not interfere with the department's ability to investigate the allegations or take corrective actions. However, state law may prevent the state from maintaining total confidentiality of investigations. Therefore, the State does not guarantee confidentiality.

- D. The investigator will communicate information concerning the allegations only to those persons to whom the investigator is authorized to report such matters.
- E. The standardized intake/referral form, found as attachment no. 1 to DOHR Policy No. 12-009, and attachment no. 1 hereto, shall be completed for every allegation of illegal discrimination and harassment. Upon completion of the intake/referral form, the F&A Human Resources Director will determine what information is needed to complete the investigation and proceed accordingly with the investigation.
- F. All investigations shall include, at a minimum, an interview with the Complainant, and all persons against whom the Complaint has been made.
- G. For every complaint of illegal discrimination and harassment, the investigator shall create an investigation memorandum using the standard format, found as attachment no. 2 to DOHR Policy No. 12-009, and attachment no. 2 hereto.
- H. Upon the conclusion of the investigation, F&A will issue a letter to the accuser and accused to notify the parties of the outcome of the investigation. The notification will be in general terms unless more specific information is required or appropriate under the circumstances.
- I. In all cases which result in disciplinary action, the records of the disciplinary action shall be maintained in the disciplined employee's human resources file as required by DOHR Rules regarding retention of disciplinary records.
- J. All documents generated by such investigations and any subsequent disciplinary action will be preserved in by the F&A Human Resources Director for five (5) years as required under RDA 5-2963, which retention requirement may exceed the retention in the disciplined employee's human resources file.
- K. F&A reserves the ability to transfer the internal investigation process to DOHR, by agreement, for handling consistent with the process outlined in DOHR Policy No. 12-009

The Department of Finance and Administration, its sub recipients, and contractors shall make available any compliance report to be reviewed by THRC upon request, as is discussed in more detail in Chapter 12 - Sub-recipient Monitoring.

Chapter 05 –CIVIL RIGHTS OFFICE

THRC DIRECTIVES

Provide a description of how the Department's Civil Rights Office or Title VI program is organized with respect to its enforcement activities.

- A. If you have a unit, please provide. If there is not a unit who does the person report to regarding Title VI issues.
- B. Describe the organization and staffing of the department's Civil Rights/Title VI Unit. Organizational charts may be utilized.
- C. Outline the duties and responsibilities of the Title VI Director/Coordinator.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

This section describes how the Department of Finance and Administration's civil rights function is organized to implement its Civil Rights responsibilities, including Title VI and Title IX, Planning and Implementation.

Planning and implementation of F&A's efforts with regard to Civil Rights, Title VI and Title IX compliance is an ongoing process addressed throughout the year.

This plan is intended to proactively achieve the required legal compliance and the positive business results of Title VI, Title IX, and other civil rights compliance in the workplace. These legal mandates focus not only on nondiscrimination, but also equity, access, diverse perspectives, quality of service, employee and community involvement, and a positive, professional way to act and interact with one another. Recognizing this means that F&A is committed to implementation, follow-through, and performance measurement. The department and its sub recipients shall make available any compliance report to be reviewed by THRC upon request.

Broadly speaking, the four primary goals of the F & A nondiscrimination plan are:

- A. To ensure that grants and contracts are awarded without regard to race, color, national origin sex, sexual orientation, or gender identity;
- B. To ensure equality in the delivery of services to contract and grant beneficiaries;
- C. To ensure equality in all employment practices within F&A as well as by grantees and vendors; and
- D. To process and resolve complaints arising from allegations of inequality.

Responsibilities and Resources Committed to Title VI and Title IX Compliance

The Commissioner of Finance and Administration is responsible for departmental compliance with the provisions of *Title VI of the Civil Rights Act of 1964* and *Title IX of the Education Amendments Act of 1972*. As the chief corporate office of state government, F&A has responsibilities with bearing on statewide compliance as well as those with departmental compliance. Each F&A Division Executive is responsible for *Title VI* and *Title IX* plan goals, implementation and related performance, within each of the operational areas of the department.

Statewide Approach

The Department of Finance and Administration has committed significant resources to program areas with a direct impact on Title VI and Title IX implementation planning and compliance review efforts as well as the intents and purposes of those mandates. General Services' Central Procurement Office Policy 2013-007, Grant Management and Sub recipient Monitoring Policy and Procedures, requires sub recipient contract monitoring to be conducted by all state agencies with such contractual relationships. The policy is structured to create

consistency in monitoring activities across various state agencies and to ensure that core-monitoring areas are reviewed by monitoring groups. Title VI is a required core monitoring area, meaning that, when applicable, tests to ensure Title VI compliance must occur during sub recipient monitoring reviews. State agencies conducting this monitoring will refer to guidance issued by the Tennessee Human Rights Commission, on how to effectively monitor the compliance efforts of their sub recipients. State agencies are advised to seek guidance from the Title VI Coordinator for their agency on implementing an effective program to monitor their sub recipients' compliance with Title VI.

While the monitoring of sub recipient contracts is the responsibility of those state agencies with such contractual relationships, agency monitoring plans are also evaluated by the Central Procurement Office to help ensure that all policy requirements, including sub recipient Title VI compliance, are addressed.

Departmental Approach

According to F & A Policy No. 36, All Title VI, IX, and Civil Rights issues are to be reported to the F & A Civil Rights Coordinator, the Tennessee Human Rights Commission, or the US Office for Civil Rights, Office of Justice Programs with the US Department of Justice. The individual designated as the Title VI/Title IX Coordinator for F & A is its General Counsel.

Civil Rights/Title VI/Title IX Coordinator:	Lucian Geise, General Counsel
Phone Number:	(615) 532-9617
Facsimile:	(615) 532-8532
Email:	FA.CivilRights@tn.gov

The Office of General Counsel includes the General Counsel, Deputy General Counsel, two Senior Associate Counsel attorneys, and one Administrative Assistant. The attorneys in the Office of General Counsel all have access to the F & A Civil Rights email box and will work to carry out the Civil Rights Coordinator's duties along with and on behalf of the General Counsel.

The Coordinator's responsibilities include, but are not limited to, the following:

- A. Developing and monitoring implementation of F&A Title VI/Title IX compliance plan;
- B. Coordinating periodic evaluations of all aspects of F&A activities to ensure programs and services are being conducted without discrimination on the basis of race, color, national origin, sex, sexual orientation, or gender identity;
- C. Contributing to policy relating to nondiscrimination;
- D. Ensuring proper notice is given to employees and outside parties regarding F&A's policy of nondiscrimination; and
- E. Coordinating the review and investigation of complaints.

Chapter 06 – *DISCRIMINATORY PRACTICES*

THRC DIRECTIVES

Specify prohibited discrimination practices under Title VI and, where applicable, provide examples of prohibited discrimination practices in relation to department activities and business line.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

PROHIBITED PRACTICES

Prohibited practices (either by departmental or contract/grantee staff) include but are clearly not limited to:

- A. denying any individual any services, opportunity, or other benefit for which he or she is otherwise qualified;
- B. providing any individual with any service or other benefit, which is different or is provided in a different manner from that which is provided to others under the program;
- C. subjecting any individual to segregated or separate treatment in any manner related to his or her receipt of service;
- D. restricting any individual in any way in the enjoyment of services; facilities; or any other advantage, privilege, or other benefit provided to others under the program;
- E. adopting methods of administration that would limit participation by any group of recipients or subject them to discrimination;
- F. addressing an individual in a manner that denotes inferiority because of race, color, national origin, sex, sexual orientation, or gender identity;
- G. subjecting any individual to incidents of racial, ethnic or sexual harassment, the creation of a hostile work environment, and a disproportionate burden of environmental health risks on minority communities.

Some examples of potential prohibited practices might include denying a person participation in a service-learning training event because of their race or denying a person participation in a domestic violence shelter program because of their race.

ENCOURAGED PRACTICES

The Department of Finance and Administration is committed to establishing the highest quality working relationships that we share with each other, our service providers and citizens. We believe that maximum and proactive effort in the area of diversity and non-discrimination will prove conducive to the achievement of those quality relationships. The following are values upon which we base this effort:

- **Honesty**—We place a great deal of worth on the importance of honesty and integrity. The success of an effective implementation plan is contingent upon the establishment of productive relationships in which truth and honesty are paramount.
- **Commitment/Dedication**—The success and effectiveness of this implementation plan and any program lies largely with the level of commitment and dedication that those fostering its growth possess. We in the Department of Finance and Administration are dedicated to the successful daily implementation of this plan and these stated values as well as the achievement of our program mission.
- **Appreciation**—We believe that in order to truly serve as an advocate and a catalyst for improvement that you must first develop an appreciation for the worth of the improvement that you seek to achieve. We appreciate the value of diversity and the infinite potential for advancement that diverse contributions represent.

- Awareness—The development of improved working relationships depends upon the knowledge and awareness that improvement is warranted. We strive to be ever cognizant of the need to improve and to the development of innovative mechanisms to effectuate that improvement.
- Progressiveness—We value the importance of diversity and different perspectives. We strive to be a leading force within in Tennessee State Government for the recognition and appreciation of innovative and different mechanisms for building and maintaining quality relationships with all people.

Chapter 07 – *FEDERAL PROGRAMS OR ACTIVITIES*

THRC DIRECTIVES

Describe each program and activity operating with Federal Financial Assistance (FFA) including the original source, purpose and dollar amount of the assistance with respect to the most recent state fiscal year (SFY) as well as any projections for federal funds to be received during the upcoming SFY.

- A. Include a spreadsheet of all programs with FFA amounts, as an appendix, total FFA must appear in the main body of the plan. Spreadsheet should include each program and/or activity, the federal dollar amount received; the agency providing the FFA and a description of how the federal funds are used.
- B. Include each federal grant, loan or subsidy not included above, which may not be considered a program or activity and the federal dollar amount received for each. Include a description for how the grant, loan or subsidy is used by the department. This data is required for all activities.
- C. Include any equipment, training resources, land, loans, or detail of federal personnel

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

FEDERAL PROGRAMS OR ACTIVITIES

Contract/Grant Program Overview

The Department of Finance and Administration carries out its responsibilities through both its own administrative and program staff as well as through contract/grant programs. The contracted programs are vital to F&A's success in a number of program areas and account for a significant portion of departmental resources.

The department's contracts are representative of both "sub recipient" and "vendor" relationships. In those cases in which a contract (or grant) creates a "sub recipient" relationship as opposed to a "vendor" relationship (as defined by Uniform Guidance), the contractor is deemed a sub recipient with unique obligations to the state and federal government including compliance with Title VI and Title IX requirements. Contractors reimbursed with federal funds are also subject to these requirements.

- The Federal Financial Assistance Listing can be seen in Appendix B (page 128) of this document.
- The sub Recipients and Vendors Listing can be seen in Appendix C (page 129) of this document.

Federal Funding Sources

To provide more detail regarding the sources and amounts of the federal funds received by F&A, exhibits in this chapter provide a breakdown of F&A's federal funding by source and recipient program area. Two program areas within F&A receive and administer funding from the federal government. The Office of Criminal Justice Programs (OCJP) and Volunteer Tennessee administer grant programs.

Although OCJP has no pending federal applications for submission, OCJP has only received the official 2019 awards for STOP and SASP. The balances listed below reflect the federal allocation amounts at the time of submission.

CONTRACT/GRANT PROGRAMS RECEIVING FEDERAL FUNDS

OCJP

Note: Funds listed in the following table as "Budgeted Federal Funds" are the actual amounts allocated for each of these grants for TN FY2020, while funds listed in the Governor's Recommended Budget include the total amount awarded under these grant programs in FY2019. Funds have already been allocated from the number in the Governor's Recommended Budget for future fiscal years, resulting in the difference.

Budgeted Federal Funds	Program Description
\$ 4,797,273	Edward Byrne Justice Assistance Grant — formula grant programs set up to assist state and local criminal justice agencies in reducing illegal drug and violent crime activities. Some special issues addressed by this program include improvement of criminal history records in Tennessee, community policing, domestic violence prevention and intervention, school violence prevention, drug offender prosecution and treatment, and correctional systems improvement.
\$ 904,195	Residential Substance Abuse Treatment Program (RSAT) —provides for substance abuse treatment programs for state and local prisoners in state and local correctional facilities.
\$ 52,088,577	Victims of Crime Act (VOCA) —a formula grant program that provides services that directly improve the health and well-being of victims of crime with priority given to victims of child abuse, domestic violence, and sexual assault and services for previously under-served victims.
\$ 2,084,439	Family Violence Prevention and Services Act (FVPSA) —a formula grant program funded through the Department of Health and Human Services that supports domestic violence shelters and the work they do across the state of Tennessee.
\$ 710,264	Paul Coverdell Forensic Science Improvement Program — provides grants to States and units of local government to help improve the quality and timeliness of forensic science and medical examiner services. Among other things, funds may be used to eliminate a backlog in the analysis of forensic evidence; and to train and employ forensic laboratory personnel, as needed, to eliminate such a backlog.
\$ 1,467,844	National Criminal History Improvement Program (NCHIP) – funds to enhance the crime fighting and criminal justice capabilities of State government by improving the accuracy, utility and interstate accessibility of criminal history records and enhancing orders of protection involving domestic violence and stalking, sex offender records, automatic identification systems.
\$ 1,163,528	NICS Act Record Improvement Program (NARIP) - implements the grant provisions of the NICS Improvement Amendments Act of 2007 (Pub. L. No.110-180 (codified at 18 U.S.C. § 922 note)) enacted on January 8, 2008. The program is designed to improve the records available to NICS. This is accomplished by helping to improve the completeness, automation and transmittal of records to state and federal systems
\$ 3,111,876	STOP Violence Against Women Program —a formula grant program funded through the Office on Violence Against Women whose purpose is to promote a coordinated, multi-disciplinary approach to improving the criminal justice system's response to violence against women. It envisions a partnership among law enforcement, prosecution, courts and victim advocacy organizations to enhance victim safety and hold offenders accountable for their crimes of violence against women.
\$ 624,028	Sexual Assault Services Program - a formula grant program funded through the Office on Violence Against Women which is the first Federal funding stream solely dedicated to the provision of direct intervention and related assistance for victims of sexual assault.

\$ 389,795	Project Safe Neighborhoods (PSN) - is designed to create and foster safer neighborhoods through a sustained reduction in violent crime, including, but not limited to, addressing criminal gangs and the felonious possession and use of firearms. The program's effectiveness depends upon the ongoing coordination, cooperation, and partnerships of local, state, tribal, and federal law enforcement agencies-and the communities they serve-engaged in a unified approach led by the U.S. Attorney Office (USAO) in all 94 districts.
\$ 1,000,000	Coronavirus Emergency Supplemental Funding - Funds awarded under the CESF Program must be utilized to prevent, prepare for, and respond to the coronavirus. Allowable projects and purchases include, but are not limited to, overtime, equipment (including law enforcement and medical personal protective equipment), hiring, supplies (such as gloves, masks, sanitizer), training, travel expenses (particularly related to the distribution of resources to the most impacted areas), and addressing the medical needs of inmates in state, local, and tribal prisons, jails, and detention centers.
\$ 9,499,995	Coronavirus Relief Fund - The purpose of the Coronavirus Relief Fund is to support local efforts to keep rural hospitals functioning and to cover their working capital needs in the midst of the economic downturn due to the COVID-19 State of Emergency until other funding can be obtained. These funds cannot be used to enter into new lease agreements and are intended to provide short term relief until other funding becomes available for the time period of this contract
\$ 77,841,814	Sub-Total for OCJP

Volunteer Tennessee

Budgeted Federal Funds	Program Description
\$ 5,385,533	AmeriCorps - the "domestic Peace Corps" where many Tennesseans are getting things done through service in exchange for help financing their higher education or repaying their student loans. AmeriCorps seeks to harness the energy and idealism of Tennesseans who are dedicated to making their communities and the country a better place to live. Tennessee has 19 AmeriCorps programs across the state. Grant funds are formula and competitive.
\$ 312,521	Volunteer Generation Fund - competitive grant program to develop and/or support community-based entities to recruit, manage, and support volunteers.
\$ 5,698,054	Sub-Total for Volunteer Tennessee

Note: The Budgeted Federal Funds numbers in this table are taken from the federal award documents for these grants, and may differ slightly from the Governor's Recommended Budget for Fiscal Year 2019-2020.

\$ 83,539,868	Total for Department of Finance & Administration
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ASSURANCES and CERTIFICATIONS

Assurances signed by the Department Head are included in this section.

Note: The Certifications/Assurances by Volunteer Tennessee for receipt of Federal Funds from the Corporation for National and Community Service for "AmeriCorps" and "Volunteer Generation Fund" are submitted to the Federal Government through an electronic filing system that does not require a "wet" signature. Submission of the unsigned form into the password protected system indicates the Department's authorization of the assurances.

As a State Administering Agency (SAA) of the Department of Justice (DOJ), F & A must establish and implement written Methods of Administration (MOA) for ensuring their sub recipients' compliance with the prohibition against race, color, and national origin discrimination contained in Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d) and the Department of Justice (DOJ) regulations at 28 C.F.R. pt. 42, subpt. C; the prohibition against disability discrimination contained in Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794) and the DOJ regulations at 28 C.F.R. pt. 42, subpt. G; the prohibition against age discrimination contained in the Age Discrimination Act of 1975 (42 U.S.C. § 6102) and the DOJ regulations at 28 C.F.R. pt. 42, subpt. I; and the prohibition against sex discrimination in education programs contained in Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) and the DOJ regulations at 28 C.F.R. pt. 54. These Methods of Administration (MOA) are the reasonable assurance that SAAs provide to the DOJ that they are ensuring the civil rights compliance of their sub recipients. The OCJP submitted the written MOA to the DOJ, Office for Civil Rights (OCR), and received official approval dated May 1, 2019. This approval satisfies compliance for three years after the date of the letter.

Volunteer Tennessee

Instructions

By signing and submitting this application, as the duly authorized representative of the applicant, you certify that the applicant will comply with the Assurances and Certifications described below.

a) Inability to certify

Your inability to provide the assurances and certifications listed below will not necessarily result in denial of a grant. You must submit an explanation of why you cannot do so. We will consider your explanation in determining whether to enter into this transaction. However, your failure to furnish an explanation will disqualify your application.

b) Erroneous certification or assurance

The assurances and certifications are material representations of fact upon which we rely in determining whether to enter into this transaction. If we later determine that you knowingly submitted an erroneous certification or assurance, in addition to other remedies available to the federal government, we may terminate this transaction for cause or default.

c) Notice of error in certification or assurance

You must provide immediate written notice to us if at any time you learn that a certification or assurance was erroneous when submitted or has become erroneous because of changed circumstances.

d) Definitions

The terms "covered transaction", "debarred", "suspended", "ineligible", "lower tier covered transaction", "participant", "person", "primary covered transaction", "principal", "proposal", and "voluntarily excluded" as used in this clause, have the meanings set out in the Definitions and Coverage sections of the rules implementing Executive Order 12549. An applicant shall be considered a "prospective primary participant in a covered transaction" as defined in the rules implementing Executive Order 12549. You may contact us for assistance in obtaining a copy of those regulations.

e) Assurance requirement for sub grant agreements

You agree by submitting this proposal that if we approve your application you shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by us.

f) Assurance inclusion in sub grant agreements

You agree by submitting this proposal that you will obtain an assurance from prospective participants in all lower tier covered transactions and in all solicitations for lower tier covered transactions that the participants are not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction.

g) Assurance of sub grant principals

You may rely upon an assurance of a prospective participant in a lower-tier covered transaction that is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless you know that the assurance is erroneous. You may decide the method and frequency by which you determine the eligibility of your principals. You may, but are not required to, check the List of Parties Excluded from Federal Procurement and Non-procurement Programs.

h) Non-assurance in sub grant agreements

If you knowingly enter into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the federal government, we may terminate this transaction for cause or default.

i) Prudent person standard

Nothing contained in the aforementioned may be construed to require establishment of a system of records in order to render in good faith the assurances and certifications required. Your knowledge and information is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

ASSURANCES

As the duly authorized representative of the applicant, I certify, to the best of my knowledge and belief, that the applicant:

- Has the legal authority to apply for federal assistance, and the institutional, managerial, and financial capability (including funds sufficient to pay the non-federal share of project costs) to ensure proper planning, management, and completion of the project described in this application.
- Will give the awarding agency, the Comptroller General of the United States, and if appropriate, the state, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
- Will establish safeguards to prohibit employees from using their position for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
- Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
- Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. 4728-4763) relating to prescribed standards for merit systems for programs funded under one of the nineteen statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 CFR 900, Subpart F).
- Will comply with all federal statutes relating to nondiscrimination. These include but are not limited to: Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color, or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. 1681-1683, and 1685-1686). which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 794), which prohibits discrimination on the basis of disability (d) The Age Discrimination Act of 1975, as amended (42 U.S.C. 6101-6107), which prohibits discrimination on the basis of age; (e) The Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) The Comprehensive Alcohol

Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) sections 523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. 290dd-3 and 290ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. 3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the National and Community Service Act of 1990, as amended; and (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.

- Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of federal or federally assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of federal participation in purchases.
- Will comply with the provisions of the Hatch Act (5 U.S.C. 1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.
- Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. 276a and 276a-77), the Copeland Act (40 U.S.C. 276c and 18 U.S.C. 874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. 327-333), regarding labor standards for federally assisted construction sub-agreements.
- Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires the recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
- Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved state management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. 1451 et seq.); (f) conformity of federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. 7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).
- Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. 1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
- Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. 470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. 469a-l et seq.).
- Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
- Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. 2131 et seq.) pertaining to the care, handling, and treatment of warm-blooded animals held for research, teaching, or other activities supported by this award of assistance.
- Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§ 4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.
- Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act of 1984, as amended, and OMB Circular A-133, Audits of States, Local Governments, and Non-Profit Organizations.
- Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, application guidelines, and policies governing this program.

- Will comply with all rules regarding prohibited activities, including those stated in applicable Notice, grant provisions, and program regulations, and will ensure that no assistance made available by the Corporation will be used to support any such prohibited activities.
- Will comply with the nondiscrimination provisions in the national service laws, which provide that an individual with responsibility for the operation of a project or program that receives assistance under the national service laws shall not discriminate against a participant in, or member of the staff of, such project or program on the basis of race, color, national origin, sex, age, political affiliation, disability, or on the basis of religion. (NOTE: the prohibition on religious discrimination does not apply to the employment of any staff member paid with non-Corporation funds or paid with Corporation funds but employed with the organization operating the project prior to or on the date the grant was awarded. If your organization is a faith-based organization that makes hiring decisions on the basis of religious belief, your organization may be entitled, under the Religious Freedom Restoration Act, 42 U.S.C. § 2000bb, to receive federal funds and yet maintain that hiring practice, even though the national service legislation includes a restriction on religious discrimination in employment of staff hired to work on a Corporation-funded project and paid with Corporation grant funds. (42 U.S.C. §§ 5057(c) and 12635(c)). For the circumstances under which this may occur, please see the document “Effect of the Religious Freedom Restoration Act on Faith-Based Applicants for Grants” on the Corporation’s website at: <http://www.usdoj.gov/archive/fbci/effect-rfra.pdf>.
- Will comply with all other federal statutes relating to nondiscrimination, including any self-evaluation requirements. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color, or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. 1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 794), which prohibits discrimination on the basis of handicaps (d) The Age Discrimination Act of 1975, as amended (42 U.S.C. 6101-6107), which prohibits discrimination on the basis of age; (e) The Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) The Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) sections 523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. 290 dd-3 and 290 ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. 3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; and (i) the requirements of any other nondiscrimination statute(s) which may apply to the application.
- Will provide, in the design, recruitment, and operation of any AmeriCorps program, for broad-based input from – (1) the community served, the municipality and government of the county (if appropriate) in which the community is located, and potential participants in the program; and (2) community-based agencies with a demonstrated record of experience in providing services and local labor organizations representing employees of service sponsors, if these entities exist in the area to be served by the program;
- Will, prior to the placement of participants, consult with the appropriate local labor organization, if any, representing employees in the area who are engaged in the same or similar work as that proposed to be carried out by an AmeriCorps program, to ensure compliance with the non-displacement requirements specified in section 177 of the NCSA;
- Will, in the case of an AmeriCorps program that includes or serves children, consult with the parents or legal guardians of children in developing and operating the program;
- Will, before transporting minor children, provide the children’s parents or legal guardians with the reason for the transportation and obtain the parent’s or legal guardian’s permission for such transportation, consistent with state law;
- Will, in the case of an AmeriCorps program that is not funded through a State, consult with and coordinate activities with the State Commission for the state in which the program operates.
- Will ensure that any national service program carried out by the applicant using assistance provided under section 121 of the National and Community Service Act of 1990 and any national service program supported by a grant made by the applicant using such assistance will address unmet human, educational, environmental, or public safety needs through services that provide a direct benefit to the community in which the service is performed;

- Will comply with the non-duplication and non-displacement requirements set out in section 177 of the National and Community Service Act of 1990, and in the Corporation's regulations at § 2540.100;
- Will comply with the grievance procedure requirements as set out in section 176(f) of the National and Community Service Act of 1990 and in the Corporation's regulations at 45 CFR § 2540.230;
- Will provide participants in the national service program with the training, skills, and knowledge necessary for the projects that participants are called upon to perform, including training on prohibited activities;
- Will provide support services to participants, such as information regarding G.E.D. attainment and post-service employment, and, if appropriate, opportunities for participants to reflect on their service experiences;
- Will arrange for an independent evaluation of any national service program carried out using assistance provided to the applicant under section 121 of the National and Community Service Act of 1990 or, with the approval of the Corporation, conduct an internal evaluation of the program;
- Will apply measurable performance goals and evaluation methods, which are to be used as part of such evaluation to determine the program's impact on communities and persons served by the program, on participants who take part in the projects, and in other such areas as required by the Corporation;
- Will ensure the provision of a living allowance and other benefits to participants as required by the Corporation;
- Has not violated a Federal criminal statute;
- If a state applicant, will ensure that the State sub grants will be used to support national service programs selected by the State on a competitive basis;
- If a state applicant, will seek to ensure an equitable allocation within the State of assistance and approved national service positions, taking into consideration such factors as the locations of the programs, population density, and economic distress;
- If a state applicant, will ensure that not less than 60% of the assistance will be used to make grants to support national service programs other than those carried out by a State agency, unless the Corporation approves otherwise.

CERTIFICATIONS

Certification – Debarment, Suspension, and Other Responsibility Matters

This certification is required by the government-wide regulations implementing Executive Order 12549, Debarment and Suspension, 2 CFR Part 180, Section 180.335, What information must I provide before entering into a covered transaction with a Federal agency?

As the duly authorized representative of the applicant, I certify, to the best of my knowledge and belief, that neither the applicant nor its principals:

- Is presently excluded or disqualified;
- Has been convicted within the preceding three years of any of the offenses listed in § 180.800(a) or had a civil judgment rendered against it for one of those offenses within that time period;
- Is presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission or any of the offenses listed in § 180.800(a); or
- Has had one or more public transactions (Federal, State, or local) terminated within the preceding three years for cause or default.

Certification – Drug Free Workplace

This certification is required by the Corporation's regulations implementing sections 5150-5160 of the Drug-Free Workplace Act of 1988 (P.L. 100-690), 45 CFR Part 2545, Subpart B. The regulations require certification by grantees, prior to award, that they will make a good faith effort, on a continuing basis, to maintain a drug-free workplace. The certification set out below is a material representation of fact upon which reliance will be placed when the agency determines to award the grant. False certification or violation of the certification may be grounds for suspension of payments,

suspension or termination of grants, or government-wide suspension or debarment (see 45 CFR Part 2542, Subparts G and H).

As the duly authorized representative of the grantee, I certify, to the best of my knowledge and belief that the grantee will provide a drug-free workplace by:

- A. Publishing a drug-free workplace statement that:
 - i. Notifies employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee's workplace;
 - ii. Specifies the actions that the grantee will take against employees for violating that prohibition; and
 - iii. Informs employees that, as a condition of employment under any award, each employee will abide by the terms of the statement and notify the grantee in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace within five days of the conviction;
- B. Requiring that a copy of the statement described in paragraph (A) be given to each employee who will be engaged in the performance of any Federal award;
- C. Establishing a drug-free awareness program to inform employees about:
 - i. The dangers of drug abuse in the workplace;
 - ii. The grantee's policy of maintaining a drug-free workplace;
 - iii. Any available drug counseling, rehabilitation, and employee assistance programs; and
 - iv. The penalties that the grantee may impose upon them for drug abuse violations occurring in the workplace;
- D. Providing us, as well as any other Federal agency on whose award the convicted employee was working, with written notification within 10 calendar days of learning that an employee has been convicted of a drug violation in the workplace;
- E. Taking one of the following actions within 30 calendar days of learning that an employee has been convicted of a drug violation in the workplace:
 - i. Taking appropriate personnel action against the employee, up to and including termination; or
 - ii. Requiring that the employee participate satisfactorily in a drug abuse assistance or rehabilitation program approved for these purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;
- F. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (A) through (E).

Certification - Lobbying Activities

As required by Section 1352, Title 31 of the U.S. Code, as the duly authorized representative of the applicant, I certify, to the best of my knowledge and belief, that:

- No federal appropriated funds have been paid or will be paid, by or on behalf of the applicant, to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer of Congress in connection with the awarding of any federal contract, the making of any federal loan, the entering into of any cooperative agreement, or modification of any federal contract, grant, loan, or cooperative agreement;
- If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with this federal contract, grant, loan, or cooperative agreement, the applicant will submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions;

- The applicant will require that the language of this certification be included in the award documents for all subcontracts at all tiers (including subcontracts, sub grants, and contracts under grants, loans and cooperative agreements) and that all sub recipients will certify and disclose accordingly.

Erroneous certification or assurance

The assurances and certifications are material representations of fact upon which we rely in determining whether to enter into this transaction. If we later determine that you knowingly submitted an erroneous certification or assurance, in addition to other remedies available to the federal government, we may terminate this transaction for cause or default.

Notice of error in certification or assurance

You must provide immediate written notice to us if at any time you learn that a certification or assurance was erroneous when submitted or has become erroneous because of changed circumstances.

Definitions

The terms “debarment”, “suspension”, “excluded”, “disqualified”, “ineligible”, “participant”, “person”, “principal”, “proposal”, and “voluntarily excluded” as used in this document have the meanings set out in 2 CFR Part 180, subpart I, “Definitions.” A transaction shall be considered a “covered transaction” if it meets the definition in 2 CFR part 180 subpart B, “Covered Transactions.”

Assurance requirement for sub grant agreements

You agree by submitting this proposal that if we approve your application you shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by us.

Assurance inclusion in sub grant agreements

You agree by submitting this proposal that you will obtain an assurance from prospective participants in all lower tier covered transactions and in all solicitations for lower tier covered transactions that the participants are not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction.

Assurance of sub grant principals

You may rely upon an assurance of a prospective participant in a lower-tier covered transaction that is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless you know that the assurance is erroneous. You may decide the method and frequency by which you determine the eligibility of your principals. You may, but are not required to, check the List of Parties Excluded from Federal Procurement and Non-procurement Programs.

Non-assurance in sub grant agreements

If you knowingly enter into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the federal government, we may terminate this transaction for cause or default.

Prudent person standard

Nothing contained in the aforementioned may be construed to require establishment of a system of records in order to render in good faith the assurances and certifications required. Your knowledge and information is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

Certification - Grant Review Process (State Commissions Only)

I certify that in conducting our review process, we have ensured compliance with the National and Community Service Act of 1990, the Corporation's peer review requirements, and all state laws and conflict of interest rules.

Office of Criminal Justice Programs

CERTIFICATION OF CIVIL RIGHTS COMPLIANCE

(PAGE 1 of 2)

**TENNESSEE CERTIFICATION OF COMPLIANCE
WITH REGULATIONS FROM U. S. DEPARTMENT OF JUSTICE,
OFFICE OF JUSTICE PROGRAMS, OFFICE FOR CIVIL RIGHTS
FOR SUBGRANTS ISSUED BY
THE TENNESSEE DEPARTMENT OF FINANCE AND ADMINISTRATION,
OFFICE OF CRIMINAL JUSTICE PROGRAMS**

INSTRUCTIONS: Complete the identifying information below. Read this form completely, identifying the person responsible for reporting civil rights findings in certification #4. Please obtain the signature of the Authorized Official on page 2, forward a copy of this form to the person identified in #4 and return the original copy of the form to the Office of Criminal Justice Programs, William R. Snodgrass Tennessee Tower, 312 Rosa L Parks Avenue, Suite 1800, Nashville, Tennessee 37243-1102 with your signed contracts.

Agency Name:

Agency Address:

Project Director's Name:

Project Director's Phone:

Grant Project Title:

Grant Start Date:

Grant Duration:

Grant End Date:

Grant Amount:

I. REQUIREMENTS OF SUBGRANTEE RECIPIENTS:

All subgrantee recipients (regardless of type of entity or amount awarded) are subject to prohibitions against discrimination in any program or activity, and must take reasonable steps to provide meaningful access for persons with limited English proficiency.

1. I certify that this agency will maintain data (and submit when required) to ensure that:
 - a. all services provided by our agency are delivered in an equitable manner without discrimination on the basis of race, color, religion, national origin, age, sex or disability, or, if this agency receives funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity to all segments of the service population;
 - b. our employment practices comply with Equal Opportunity Requirements, 28 CFR 42.207 and 42.301 *et. Seq.*;
 - c. all projects and activities of our agency will take reasonable steps to provide meaningful access for people with limited English proficiency as required by Title VI of the Civil Rights Act, (*See also* 2000 Executive Order #13166).
 - d. I certify that this agency will register within 60 days of award start date with the [Office of Justice Programs, Office for Civil Rights online Equal Employment Opportunity \(EEO\) Program Reporting Tool](#) to submit the information requested and, if required, create and submit an EEO Utilization Report. The agency can access the tool at: <https://ocr-eeop.ncjrs.gov>.
2. I certify that this agency will comply (and will require any subgrantees or contractors to comply) with any applicable statutorily-imposed nondiscrimination requirements which may include:
 - a. Omnibus Crime Control and Safe Streets Act of 1968 (34 U.S.C. § 10228);
 - b. Victims of Crime Act (34 U.S.C. § 20110(e));
 - c. Juvenile Justice and Delinquency Prevention Act of 2002 (34 U.S.C. § 11182(b));
 - d. Civil Rights Act of 1964 (42 U.S.C. § 2000d);
 - e. Rehabilitation Act of 1973 (29 U.S.C. § 7 94);
 - f. Americans with Disabilities Act of 1990 (42 U.S.C. § 12131-34);
 - g. Education Amendments of 1972 (20 U.S.C. §§1681, 1683, 1685-86); and the
 - h. Age Discrimination Act of 1975 (42 U.S.C. §§ 6101-07); and
 - i. Ex. Order 13,559 (Partnerships with Faith-Based and Other Neighborhood Organizations)
 - j. Violence Against Women Act (VAWA) of 1994, as amended, 34 U.S.C. § 12291(b)(13)

[Type text]

3. I also certify that this agency will report all civil rights complaints and findings of discrimination, if any, to the Tennessee Office of Criminal Justice Programs, within the Department of Finance and Administration, in compliance with Chapter XXII of the Grant's manual, and with 28 CFR 42.202(c). Any such findings will be provided within 45 days of the complaint or finding and/or if the finding occurred **within 3 years prior to** the grant award beginning date, within 45 days of the grant award beginning date. A copy of this Certification will be provided to the person responsible for reporting civil rights complaints and findings of discrimination, as identified below:

Name:

Title:

Phone:

Address:

City & State:

Zip Code:

"The Authorized Official certifies that to the best of his or her knowledge and belief that the information contained in this certification is correct and in accordance with the requirements of the application guidelines. The Authorized Official also certifies that the person named below is either the person legally responsible for committing the applying agency to this certification, or is executing this certification with the informed consent of the authorizing person (named and described in attachment A)."

☐ **Certification:** I certify, by my signature at the end of this form, that I have read and am fully cognizant of our duties and responsibilities under this Certification. *(Please click the box to the left)*

Name, Title, and Address of Certifying Designee (IF DIFFERENT FROM AUTHORIZED OFFICIAL):

(Please click & complete the name, title, & address form field text boxes below, if applicable)

Certifying Designee's Name:

Certifying Designee's Title:

Please complete all certifications, print them, and then sign & date each certification

Authorized Signature of the Applicant Agency:

Date:

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Chapter 08 – DATA COLLECTION AND ANALYSIS

THRC DIRECTIVES

Provide a description of how the agency collects its data:

- A. Data on the racial and ethnic composition of the beneficiaries of the agency's services. Include U.S. Census information in Tennessee and compare with the eligible population and the population actually being served by the department's programs and activities, if applicable. How many people are being served? If the department does not collect racial and ethnic data, please provide explanation. This data is required and must be kept.
- B. Breakdown of the composition of the agency's staff by race, color, and/or national origin
 - 1. Provide total numbers as well as percentages
 - 2. Differentiate between executive service and preferred service staff

Note: detailed data may be presented in an appendix, but totals must appear in the main body of the plan.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

DATA COLLECTION

Service Provider Registry System

F&A no longer maintains the Service Provider Registry System. The Department of General Services now keeps the state's registry for contractors of all types. The registry offers state agencies a database of potential contractors and gives service providers who are disadvantaged, minority, or small business entrepreneurs an additional opportunity to be known within state government.

Tracking

The records and data are tracked and summarized in Edison and thru reporting and query retrieval by the divisions responsible for their contracts. Information is provided to the Title VI Coordinator upon request. The policies and procedures for tracking this information are reviewed annually with modifications being made during the year as deemed appropriate. Contracts are awarded after a competitive process commenced with advertising via city newspapers throughout the state, the State Web Page, Nashville Minority Business Developmental Center, and Minority Business Enterprises/Department of Economic and Community Development as appropriate.

PROGRAM BENEFICIARY DIVERSITY

The two divisions within Finance and Administration with beneficiaries are the Office of Criminal Justice Programs and Volunteer Tennessee.

Diversity of Criminal Justice Beneficiaries

The majority of criminal justice grants (Byrne/JAG and Criminal History Grants) do not deal directly with beneficiaries, but more the public at large. For programs with individual beneficiaries, OCJP collects statistical data regarding sub recipient agency clients using annual reports designed to capture demographic information on clients served as well as the numbers and types of activities provided to those clients.

OCJP is committed to funding programs that demonstrate effectiveness and meet the needs of the population. OCJP strives to maintain open communication with sub recipients and stakeholders to gather information regarding the needs in their communities, gaps in services, and specific issues surrounding underserved populations. This information is used for strategic planning designed to fund programs that serve the populations most in need. OCJP has funded special programs that are specifically designed to meet the needs of diverse populations requiring these services. OCJP continues to review the data collected from the sub recipient agencies annually, from the required reports as well as the needs assessments, in order to best determine funding and to improve the capacity of the programs funded.

The Office of Criminal Justice Programs annually collects data related to diversity of clients served by its STOP Violence Against Women, Family Violence Prevention and Services Act (FVPSA), Victims of Crime Act (VOCA) and Sexual Assault Services Program (SASP) grant funded agencies.

Data also demonstrate a rise in the number of ethnically diverse women and children seeking services marking a need for culturally competent services. Cultural competency is defined as the capacity of an organization or individual to recognize and address issues of cultural dominance, privilege, and access; value and accommodate diversity; and overcome barriers to services faced by clients of diverse cultural backgrounds. While agencies have continued to provide services to all populations, they have found that services to the immigrant population demanded a more in-depth look at how they were being delivered and received.

In an effort to make programs more culturally competent, the Cultural Competency Committee was formed in 2005 to develop Best Practices for victim services. All OCJP sub recipients can access the Best Practices through the online OCJP Grants Manual.

OCJP uses population and demographic distributions data together with crime statistics to illustrate how gaps in services have created patterns of under-served populations in Tennessee. EXHIBIT 2 illustrates the diversity of the clients served this fiscal year in Victim of Crime Act (VOCA), STOP Violence Against Women (STOP), Family Violence Prevention and Services Act (FVPSA) and Sexual Assault Services Program (SASP) programs across Tennessee.

EXHIBIT 2

Diversity of Beneficiaries Served in OCJP Funded Programs

September 2019 – September 2020

	VOCA	STOP	FVPSA ¹	SASP	RSAT
Total Clients	76,591	1,332	17,800	699	441
Race					
African-American	19,067 24.89%	564 42.34%	3,084 17.33%	79 11.30%	98 22.22%
American Indian/Native Alaskan	238 .31%	2 .15%	64 .36%	1 .14%	2 .45%
Asian	447 .58%	11 >.00%	93 .52%	1 >.00%	1 .23%
Native Hawaiian/Pacific Islander	Combined w/ Asian ²	2 .15%	24 .13%	0 0%	1 .23%
Hispanic	5,531 7%	87 6.53%	897 5.04	24 3.43%	3 .68%

1 Every shelter program that receives FVPSA funding must annually report 100% of the residential and non-residential clients served by the shelter program and report on the services received by those clients. The totals presented represent 100% of the clients served by 30 shelter programs across Tennessee.

White	44,163 57.66%	532 39.94%	12,494 70.19%	577 82.55%	337 76.42%
Unknown	7,086 9.25%	134 10.06%	1,144 6%	17 2.43%	0 .00%
Total Race	76,591	1,332	17,800	699	441
Gender					
Female	54,120 70.66%	1,143 85.51%	14,785 75%	572 81.83%	128 29.02%
Male	21,703 28.34%	171 12.84%	2,690 15%	124 17.74%	313 70.98%
Gender Unknown	768 1.00%	28 2.10%	325 2%	3 .43%	0 .00%
Total Gender	76,591	1,332	17,800	699	441
Age					
12 or under	12,124 15.83%	Not provided ³	2,159 12.13%	39 5.58%	N/A
13-17	6,538 8.54%	37 2.78%	574 3.22%	102 14.59%	N/A
18-24	8,285 10.82%	233 17.49%	2,150 12.08%	98 14.02%	12 2.72%
25-40	Combined w/ 41-59 ⁴	Combined w/ 41-59 ⁵	Combined w/ 41-59 ⁶	Combined w/ 41-59 ⁷	271 61.45%
41-59	37,840 47.41%	953 71.55%	11,620 65.28%	415 59.37%	146 33.11%
60+	7,262 9.48%	56 4.20%	1,076 6.04%	38 5.44%	11 2.49%

Age Unknown	4,542 5.93%	53 3.98%	221 1.24%	7 1.00%	Not Provided
Total Age	76,591	1,332	17,800	699	441
Other					
Disabled	9,288 12.13%	141 10.59%	2,671 15.01%	116 16.60%	14 3.17%
English as Second Language	4,871 6.36%	70 5.26%	556 3.12%	2 .29%	1 .23%
Immigrant/Refugee	4,721 6.16%	63 4.73%	452 2.54%	7 1.00%	0 0.00%
Rural	N/A	213 15.99%	N/A	523 74.82%	160 36.28%

* Most recent data available.

Note: Federal agencies do not require the State to collect information in boxes marked 'n/a.'

AmeriCorps Program Enrollees

Because each agency recruits members from diverse backgrounds and provides different services to meet locally identified community needs in the areas of education, environment, public safety, housing and health, data on AmeriCorps members and beneficiaries is maintained at the local level. Volunteer Tennessee currently gathers demographic data on AmeriCorps members in the state by asking programs to report data on race, ethnicity specifically for this report.

Volunteer Tennessee uses the AmeriCorps member data to determine whether active enrollment in Tennessee reasonably approximates the representation of minorities in the overall population. Detailed below is the diversity of AmeriCorps members for the most recent fiscal year.

AMERICORPS ENROLLMENT DIVERSITY

ETHNICITY/ GENDER/DISABILITY	NUMBER OF PARTICIPANTS	PERCENT OF TOTAL
Black/African American	315	34%
American Indian/Native Alaskan	2	0.2%
Asian	16	2%
Native Hawaiian/Other Pacific Islander	0	0%
Hispanic/Latino	24	3%
White/Caucasian	545	58%
Other/Unknown	39	4%
Female	716	77%
Male	219	23%
Members with Disabilities	7	0.7%

NOTE: These numbers represent the possibility of multiple characteristics identification, resulting in percentages that may add up to more than 100%.

STATEWIDE DEMOGRAPHICS

The U.S. Census Bureau provides current estimates of the nation's population, broken down for each state. The following statistics help place the beneficiary diversity achieved by the programs reported above, as well as the general grantee/contractor ownership characteristics reported, into context.

AMERICAN COMMUNITY SURVEY STATISTICS: DIVERSITY OF STATE OF TENNESSEE POPULATION

ACS Demographic Estimates	Estimate	Percent	Margin of Error
Total population	6,829,174	100	*****
Male	3,329,115	48.7	+/-0.1
Female	3,500,059	51.3	+/-0.1
<u>Median age</u> (years)	39.0	(X)	+/-0.1
Under 5 years	407,026	6.0	+/-0.1
5 – 9 years	405,373	5.9	+/-0.1
10 – 14 years	443,911	6.5	+/-0.1
15 – 19 years	435,235	6.4	+/-0.1
18 years and over	5,318,422	77.9	+/-0.1
65 years and over	1,138,965	16.7	+/-0.1

One <u>race</u>	6,672,928	97.7	+/-0.1
White	5,272,910	77.2	+/-0.1
Black or African American	1,141,304	16.7	+/-0.1
American Indian and Alaska Native	20,431	0.3	+/-0.1
Asian	125,742	1.8	+/-0.1
Native Hawaiian and Other Pacific Islander	3,469	0.1	+/-0.1
Some other race	109,072	1.6	+/-0.1
Two or more races	156,246	2.3	+/-0.1
Hispanic or Latino (of any race)	389,127	5.7	+/-0.1

'(X)' - The value is not applicable or not available.

Source: U.S. Census Bureau, American Community Survey, Product: 2019: ACS 1-Year Estimates Data Profiles,

<https://data.census.gov/cedsci/table?q=United%20States&g=0400000US47&tid=ACSDP1Y2019.DP05&hidePreview=true>

(accessed 9/21/2020).

WORKFORCE DIVERSITY

F&A recognizes that workforce diversity is an asset to the organization. Ideally, the department's workforce would reflect a variety of race, color, national origin, and gender across all classifications and at all salary levels. This, of course, is significantly dependent upon the availability of potential, qualified employees reflecting such diversity.

To succeed in achieving the goal of workforce diversity, F&A is focused upon two aspects of departmental workforce diversity—recruitment and retention. F&A's Human Resources Office, seeing these needs, has developed a departmental recruitment package to introduce potential employees to the opportunities and benefits offered by F&A employment.

F&A divisions will implement recruitment efforts (in addition to the traditional Department of Human Resources register system) to meet business needs. These efforts will focus on seeking qualified applicants and meeting the department's business needs in the area of diversity. This focus can be executed in the following ways:

- recognize and articulate diversity as an important business need of the department;
- concentrate and direct recruitment communications to organizations and institutions having either historical or mission-driven associations with protected beneficiary groups;
- practice a commitment to interview a significant proportion of qualified people representing protected beneficiary groups; and
- collect and review divisional data focusing on the issues of recruitment and diversity.

Retention of valued employees can enhance F&A's responsiveness to an increasingly diverse world of customers and expand the ability of the organization to cope with change and creatively address emerging issues and opportunities. F&A's long-term retention strategies include such efforts as:

- communicating the value of workforce diversity by recognizing that our strength is in our differences;
- sending all new hires and newly promoted supervisory staff to respectful workplace (workplace harassment) training;
- emphasizing diversity in the nomination of candidates for Tennessee Government Executive Institute (TGEI) and Tennessee Government Management Institute (TGMI);
- reviewing and assessing key processes and practices to achieve workforce diversity;
- emphasizing diversity in the annual employee appreciation program, monthly newsletters, and highlights of program achievements; and
- considering diversity implications in any succession planning or mentoring programs.

To ensure success in departmental workforce diversity, continued data collection regarding actual workforce diversity is also crucial. The department's Executive Leadership Team must then use this data to continually hone F&A's recruitment and retention efforts (through periodic reviews and analysis).

It is also very important that, along with employing a diverse workforce, F&A ensure diversity of participation in the department's key decision making. To execute this commitment, F&A divisions will continue to consider and emphasize diversity in the make-up of committees and work groups.

As of September 2020, the senior staff responsible for F&A consists of the following individuals:

Title	Individual	Demographics
Commissioner	Butch Eley	White, Male
Deputy Commissioner	Eugene Neubert	White, Male
Legislative Liaison	Keith Boring	White, Male
Director, Human Resources	Dana Braxton	White, Female
Legislative Liaison	Trevin Ayers	White, Male
Chief of Accounts	Mike Corricelli	White, Male
Chief Information Officer	Stephanie Dedmon	White, Female
Director, Internal Audit	Thad DelConte	White, Male
General Counsel	Lucian Geise	White, Male
Inspector General	Kimberly Harmon	White, Female
Controller	Felenceo Hill	Black, Female
Director, Talent Management	Kelly Lancaster	White, Male
Assistant Commissioner, Administration	Buddy Lea	White, Male
Assistant Commissioner, Benefits Administration	Laurie Lee	White, Female
Director, Customer Focused Government	Clifton Peay	Black, Male
Director, Enterprise Resource Planning	Clyde Phillips	White, Male
Information Officer	Lola Potter	White, Female
Special Projects	Jennings Ragan	White, Female
Director, Office of Evidence & Impact	Christin Lotz	White, Female
Deputy Assistant to the Commissioner	Steve Townsend	White, Male
Director, Budget	David Thurman	White, Male

F&A MINORITY REPRESENTATION OF AGENCY STAFF*

* as of September 21, 2020, provided by the Human Resources Office, TN Dept. of Finance & Administration

Employee Ethnic Group Description	# of Executive	# of Preferred	# of Non-Preferred	# of Non-Competitive	Totals
American Indian or Alaska Native	1	2	0	0	3
Asian	19	94	1	0	114
Black or African American	61	291	2	2	356
Hispanic or Latino	4	17	1	0	22
Native Hawaiian or Other Pacific Islander	0	1	0	0	1
Other	3	46	1	0	50
Two or More Races	1	1	0	0	2
Unassigned	0	1	0	0	1
Unknown	1	1	0	0	2
White (Not Hispanic or Latino)	412	1,013	22	2	1,449
Grand Total	502	1,467	27	4	2,000

Employee Ethnic Group Description	% of Executive	% of Preferred	% of Non-Preferred	% of Non-Competitive	% of Total Employees
American Indian or Alaska Native	0.20%	0.14%	0.00%	0.00%	0.15%
Asian	3.78%	6.41%	3.70%	0.00%	5.70%
Black or African American	12.15%	19.84%	7.41%	50.00%	17.80%
Hispanic or Latino	0.80%	1.16%	3.70%	0.00%	1.10%
Native Hawaiian or Other Pacific Islander	0.00%	0.07%	0.00%	0.00%	0.05%
Other	0.60%	3.14%	3.70%	0.00%	2.50%
Two or More Races	0.20%	0.07%	0.00%	0.00%	0.10%
Unassigned	0.00%	0.07%	0.00%	0.00%	0.05%
Unknown	0.20%	0.07%	0.00%	0.00%	0.10%
White (Not Hispanic or Latino)	82.07%	69.05%	81.48%	50.00%	72.45%
Grand Totals	100%	100%	100%	100%	100%

Chapter 09 – LIMITED ENGLISH PROFICIENCY (LEP)

THRC DIRECTIVES

Please include the following:

- A. A copy of the agency's LEP policy and procedure and/or Language Assistance Plan
- B. Identify any steps and goals toward breaking down barriers to LEP challenges, if applicable
- C. A list of any translator and interpreter services (bilingual staff and/or contractors) utilized by the department, if you did not use translator explain why
- D. List of all documents available in Languages other than English
- E. Data on which languages were encountered, including a log of LEP activities; LEP Log of activities should include a breakdown of the various languages encountered by the department or agency as a result of in person, written and telephonic encounters from the public.

Note: detailed data may be presented in an appendix, but language totals must appear in the main body of the plan.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

The Department of Finance & Administration conducted a survey of its divisions to assess the need for LEP services throughout the department. The survey requested that division and office directors report on their contacts with LEP persons in FY 2012, the number of LEP persons included in the population served by the division or office, and whether or not denial or delay of access to their services or information might have serious or life threatening implications for LEP persons. The nature of the business of most divisions and offices of F&A involves services provided to other state agencies, and therefore does not involve contacts with LEP persons or the provision of services to potential LEP persons. Two exceptions are the Office of Inspector General (OIG), which investigates fraud in the TennCare program, and the Division of Benefits Administration, which coordinates the provision of state employee benefits statewide.

Because the Office of Inspector General's business involves law enforcement duties to a small segment of the TennCare enrollee population, and not provision of any services or benefits, there are no serious or life-threatening implications for those impacted by the division. OIG does provide a Spanish interpreter through their hotline, through which citizens may report TennCare fraud or abuse. Their law enforcement duties are conducted in cooperation with local law enforcement agencies, which provide translation services as necessary.

The Division of Benefits Administration, specifically the benefits service center, reported LEP contacts during FY2020. In the past year, the service center has had contact with two individuals requiring telephonic translation services. The division occasionally receives documents in foreign languages required to verify the eligibility of dependents for benefits. In the past year, they received documents requiring translation to English from different languages as seen in the charts below. The division has utilized the services of the Tennessee Foreign Language Institute as necessary to provide real-time translation services and to translate documents.

All divisions of F&A are covered by the department's LEP Policy, included in Chapter 9 of this report. Included with the policy is contact information for translator and interpreter services. We do not have forms that we provide to others in translated form. We only receive forms from someone and have them translated for us to read, i.e. a marriage or birth certificate.

TRANSLATION SERVICES RECEIVED BY BENEFITS ADMINISTRATION IN A FOREIGN LANGUAGE AND TRANSLATED TO ENGLISH:

Language	Number of Encounters		
	In Person	By Telephone	In Writing
Chinese			5
Japanese			1
Arabic			8
Spanish		1	6
German			1
Korean		1	1
French			3
Russian			1
Italian			1
Serbian			1
Turkish			1

A Listing of all documents translated and from what language	
Language	Document Title
Chinese	marriage, birth
Japanese	marriage
Arabic	marriage, birth
Spanish	marriage, birth, tax return
German	marriage
Korean	marriage
French	marriage, birth
Russian	marriage, birth
Turkish	marriage, birth
Italian	birth
Serbian	marriage, birth

Tennessee Department of Finance and Administration

Title VI Program

Limited English Proficiency Guidelines

Authority: Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d; Executive Order 13166

Policy: The Department of Finance and Administration does not discriminate against anyone with Limited English Proficiency (LEP), who participates in our programs and/or services and steps have been taken to ensure that all individuals will be able to communicate, either through written or oral language services, with members of our staff.

Purpose: To take reasonable steps to ensure that LEP individuals are provided meaningful access to our programs and/or services.

Responsibility: Each division/program in conjunction with the Title VI Coordinator will ensure that each division has properly trained staff to assist LEP individuals.

Definitions: As used in this policy include the following:

- Limited English Proficiency (LEP): Person that does not speak English as their primary language, and has a limited ability to read, speak, write or understand English.
- Meaningful Access: Requires the Department to conduct an assessment of their service population by using the four-factor analysis. (1) Number or proportion of LEP persons; (2) Frequency of contact LEP persons have with the program or activity; (3) Nature and importance of the program; and (4) Resources available to the recipient.
- Interpretation: The oral or spoken transfer of a message from one language into another language.
- Translation: The written transfer of a message from one language into another language.

Procedures: Any individual eligible for programs/services at the Department of Finance and Administration who cannot speak, write, or understand the English language at a level that permits them to interact effectively with our staff has the following rights: (1) A right to qualified interpreter services at no cost to them; (2) A right to not be required to rely on their minor children, other relatives, or friends as interpreters; (3) A right to file a grievance about the language access services provided them.

Each division/program director will be responsible for ensuring that all LEP individuals are able to communicate effectively, either through written or oral languages, with respective program and/or activity staff members.

The Title VI Coordinator will conduct an annual review of LEP compliance efforts undertaken by each division to ensure that the following has occurred:

- Perform a Needs Assessment – Each appropriate division will assess the language assistance needs of the population they serve by identifying the languages likely to

be encountered and the number of LEP persons likely to be directly affected by its program.

- Train Staff – All appropriate division staff that may encounter a LEP person have received training. This training should include how to obtain language assistance services and communication with interpreters and translators
- Each appropriate division will provide LEP persons with oral language assistance at reception or customer service desks or when telephone contact is made. Telephonic (over the phone) interpretation services are available, through statewide contract with Avaza Language Services Corp., for non-English speaking individuals. Each office shall have a designated person to request LEP services from the authorized contractor.
- Notify LEP Customers of Language Assistance Availability – Each division will inform the public of the availability of LEP services by posting signs or providing written materials in public areas notifying them of this service.

Monitor Access to Language Assistance – Each division will continuously monitor their language assistance process to ensure that policies and practices are consistent.

How to set-up a new Avaza account:

1. Complete the Access Code Registration Form (ACRF) and email to info@avaza.co.
2. If you already have an existing code, email the code to Sales Department.
Verification will need to be made before usage.
3. Upon receipt of ACRF, a new access code will be assigned to each department.
4. Once the access code is registered, your Avaza Training Packet will be sent to you.

Avaza Training Packet will include:

- *Avaza Training Manual*
- *Dual Handset Telephone Flyer*
- *Language Identification Guide Chart (18 x 24)*
- *Language Identification Guide (8 x 10)*
- *Quick Guide Postcard*
- *Service Flyers*
- *Tri fold Language Brochure*

5. After receiving your Training Packet, begin utilizing our services (see Quick Guide Postcard).



ACCESS CODE REGISTRATION FORM

Agency Information:

Date: _____

Agency Name	Account Number	Access Code See Below for Access Codes		Agency SS#/ EIN#/ TIN#
Agency Rep	Title	Agency Rep Tel #		Fax #
Address	City	State	Zip	E-mail

Billing Information:

Billing Rep	Title	Billing Rep Tel #		Fax #
Address	City	State	Zip	E-mail

Service Information:

Contract Start Date :		Contract End Date:	
Over-the-Phone Interpreting	<input type="checkbox"/> Premium User	On-Site Interpreting	<input type="checkbox"/> Consecutive
	<input type="checkbox"/> Standard User		<input type="checkbox"/> Simultaneous
	<input type="checkbox"/> Non-Profit		<input type="checkbox"/> Voice-Overs
	<input type="checkbox"/> State		<input type="checkbox"/> Sight Translations
Professional Interpreter Training	<input type="checkbox"/> Medical	Translations	<input type="checkbox"/> Sight Translations
	<input type="checkbox"/> Legal		<input type="checkbox"/> Document Translations
	<input type="checkbox"/> Social		<input type="checkbox"/> Transcriptions

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5209 Linbar Drive Suite 603
Nashville, TN 37211

Phone: 615.534.3400
Fax: 615.810.8506

www.avaza.co

Chapter 10 – COMPLAINT PROCEDURES

THRC DIRECTIVES

Please provide the following:

- A. The agency's policy and procedures with regard to filing Title VI complaints
- B. The total number of complaints, including:
 - 1. The nature of each complaint and the disposition of each
 - 2. Any complaints that were dismissed or withdrawn for any reason
 - 3. Any complaints that were referred to another state or federal agency
- C. A full description of any substantiated complaint(s), including what corrective actions were taken
- D. Include a copy of the agency's complaint log.
- E. Include a copy of the complaint form utilized by the department or agency.
- F. Describe agency procedures related to investigations, report of findings, hearings and appeals, if applicable.
- G. Any federal complaints
- H. List any lawsuits or litigation filed against the agency during FY 2019-2020 on the basis of race, color, or national origin.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

The Department of Finance and Administration complies with Title VI of the Civil Rights Act of 1964 which prohibits discrimination in federally assisted programs, and shall not deny benefits of any said program to, or subject any person to discrimination on the ground of race, color, or national origin. All claims alleging civil rights violations (including of Title VI and Title IX) shall be filed and investigated based on the procedure provided in Finance and Administration Policy No. 36.

As to THRC Directives 2-4, the Department of Finance and Administration processed 5 complaints from OCJP subrecipients. The complaints received were from agency departments not directly funded by OCJP or F&A.

DEPARTMENTAL COMPLAINT PROCEDURES

Department of Finance and Administration

Policy No. 36 – Nondiscrimination Policy and Complaint Procedures

Title VI of the Civil Rights Act of 1964 prohibits discrimination in federally assisted programs. It states that "No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance."

Title IX of the Education Amendment Act of 1972 states that "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance and no person in the United States shall, on the ground of blindness or severely impaired vision, be denied admission in any course of study by a recipient of Federal financial assistance for any education program or activity, but nothing herein shall be construed to require any such institution to provide any special services to such person because of his blindness or visual impairment.

All individuals have the right to participate in programs and activities operated by the Tennessee Department of Finance and Administration and its grant sub-recipients regardless of race, color, national origin, sex, sexual orientation, gender identity, religion, disability, or age.

Filing a Discrimination Complaint

- A. A complaint for discrimination may be filed with the Tennessee Human Rights Commission, 312 Rosa Parks Ave, 23rd floor, WRS Tennessee Tower, Nashville, TN 37243; the U. S. Department of Justice; Office of Justice Programs; Office for Civil Rights, U.S. Office of Civil Rights Regional Office; or other appropriate Federal agency within 180 days of the alleged discrimination, or in some federal agencies within one year following the date of the alleged discrimination.
- B. A complaint alleging discrimination in employment or delivery of services against a program administered by the Department of Finance and Administration ("F & A") may be filed with the F & A Civil Rights Coordinator at the following address:

Tennessee Department of Finance and Administration
Civil Rights Coordinator and Civil Rights Investigator
312 Rosa L. Parks Avenue, Suite 2000
WRS Tennessee Tower
Nashville, TN 37243-1102

F & A Procedures Regarding Processing of a Discrimination/Civil Rights Complaint.

- A. All Complaints must be filed in writing and include your name, address, and telephone number. All Complaints must be signed and filed with the F & A Civil Rights Coordinator within 180 calendar days of the alleged discriminatory act. If you are filing on behalf of another person, include your name, address, telephone number and your relation to that person (for example, friend, attorney, parent). Your Complaint must be submitted on the F & A Civil Rights Complaint Form found at this link, or in a similar writing which contains all information requested on the F & A Civil Rights Complaint Form.
- B. Upon receipt of the complaint, the F & A Civil Rights Coordinator will evaluate jurisdiction, the need for additional information, and determine the applicable jurisdiction for the Complaint. If the complaint is filed by an internal party or is a complaint regarding employment discrimination over which F & A does not have jurisdiction, the Civil Rights Coordinator will forward the complaint to the appropriate agency having jurisdiction for investigation.
- C. If the complaint arises under Title VI or Title IX, the F & A Civil Rights Coordinator shall report the complaint to the Tennessee Human Rights Commission Title VI Compliance Program within ten (10) days of receipt of the complaint. If the Complaint is within the jurisdiction of F & A, the F & A Civil Rights Investigator shall initiate the investigation of the merit of the complaint, and conduct the investigation in compliance with F & A's Title VI and Title IX investigation process as is set out below:
 - a. F & A Civil Rights Investigator, or designee, shall initiate the investigation within thirty (30) days of receipt.
 - b. F & A Civil Rights Investigator, or designee, shall conduct a thorough investigation of all complaints.
 - c. The F & A Civil Rights Investigator shall conclude its investigation and submit a written investigation summary to the Tennessee Human Rights Commission within ninety (90) days of receipt of the Complaint, and prior to communicating the investigation findings to the complainant.
 - d. After submission of the investigation summary to the Tennessee Human Rights Commission and its review, the F & A Civil Rights Coordinator shall notify the parties of the final decision in writing. If the investigation indicates that a violation did not occur, the F & A Civil Rights Coordinator will notify the parties of the final decision in writing.
 - e. The F & A Civil Rights Coordinator shall retain all documentation of the investigation for a period of five years.

- f. If the Complainant is not satisfied with the decision of the F & A Civil Rights Investigator, the complainant may still have time to file with the U. S. Department of Justice, Office of Justice Programs, Office for Civil Rights, or other appropriate Federal agency if the time for filing with said agency has not expired, or to appeal to the appropriate Federal agency or to a court with jurisdiction over the claim asserted.
- g. Filing a complaint with the F & A Civil Rights Coordinator cannot be relied upon to toll the statute of limitations for filing complaints with other applicable state or federal courts or agencies.

SUB RECIPIENT/SERVICE PROVIDER COMPLAINT PROCEDURES

Department of Finance and Administration Policy No. 36 applies equally to F & A sub recipient/Service Providers with regard to complaint procedure. In addition, and in accordance with the terms of all contracts, each sub recipient shall, upon request, show proof of nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination. Proof of nondiscrimination may require documentation of standard complaint processes (along with the records resulting from such) for both sub recipient employees and sub recipient program beneficiaries.

All sub recipients contracting with the department have been directed to the department website where a copy of Policy No. 36 is available detailing departmental complaint procedures. For those who do not have Internet access, a copy of the policy will be provided.


DEPARTMENTAL COMPLAINT LOG SAMPLE

Department of Finance and Administration									
Title VI Complaint Log									
Complaint #	Complainant's		Respondent's		Date Filed	Description of Complaint	Status	Disposition	
(YYYYMMDD-##)	Name	Address	Name	Address	(MM/DD/YYYY)		(What's Happening)	(What was the result)	
20131015-01	Sample								
20131015-02	Sample								
20140403-01	Sample								
20140403-02	Sample								
20140403-03	Sample								
20140620-01	Sample								
20140621-01	Sample								

Complaints, Lawsuits

F&A received no complaints regarding Title VI and was a party to no Lawsuits.

POLICY

Approved by: Stuart McWhorter, Commissioner	Policy Number: 36
Signature: 	Supersedes: F&A Policy #36 dtd November 05, 2018
Application: Finance & Administration Employees, Finance & Administration Service Recipients, and Finance & Administration Grant Sub-recipients	Effective Date: April 01, 2019
Authority:	Rule:

Subject:

Nondiscrimination Policy and Complaint Procedures

I. Policy.

- A. It is the policy of the Tennessee Department of Finance and Administration (F&A) not to discriminate and to ensure that its sub-recipients of United States Department of Justice (DOJ) or other federal funds do not discriminate in employment or services based on race, color, national origin, disability, sex, age, religion, and, if a recipient receives funds under the Violence Against Women Act, sexual orientation and gender identity.
- B. F & A and all sub-recipients of federal funds through F & A, including DOJ funds, shall comply with the following statutes:
 - a. Title VI of the Civil Rights Act (Title VI) of 1964, as amended, 42 U.S.C. § 2000d, and the DOJ implementing regulation, 28 C.F.R. pt. 42, subpts. C & D (prohibiting discrimination in federally assisted programs based on race, color, and national origin in the delivery of services or benefits);
 - b. Title IX of the Education Amendments (Title IX) of 1972, as amended, 20 U.S.C. § 1681, and the DOJ implementing regulations, 28 C.F.R. pt. 42, subpt. D & pt. 54 (prohibiting discrimination in federally assisted education programs based on sex both in employment and in the delivery of services or benefits);
 - c. Title II of the Americans with Disabilities Act of 1990, as amended, 42 U.S.C. § 12132, and the implementing regulation at 28 C.F.R. § 35.171(a)(1)(i), (3)(i) (prohibiting discrimination based on disability both in employment and in the delivery of services or benefits);
 - d. Section 504 of the Rehabilitation Act (Section 504) of 1973, as amended, 29 U.S.C. § 794, and the DOJ implementing regulation, 28 C.F.R. pt. 42, subpt. G (prohibiting discrimination in federally assisted programs based on disability both in employment and in the delivery of services or benefits);

Tennessee Department of Finance & Administration

F & A Policy:

Nondiscrimination Policy and Complaint Procedures

Policy Number: 36

Revised:

April 01, 2019

- e. Age Discrimination Act (Age Act) of 1975, as amended, 42 U.S.C. § 6102, and the DOJ implementing regulation, 28 C.F.R. pt. 42, subpt. I (prohibiting discrimination in federally assisted programs based on age in the delivery of services or benefits);
 - f. Executive Order 13,559, amending Executive Order 13,279, and the DOJ implementing regulation, Partnerships with Faith-Based and Other Neighborhood Organizations, 28 C.F.R. pt. 38 (prohibiting discrimination in federally assisted social service programs based on religion in the delivery of services or benefits).
- C. Additionally, F&A shall comply with the following statutes and sub-recipients of federal funds including DOJ funds shall comply with one or more of the following statutes, depending upon the nature of the federal grant received by the sub-recipient:.
- a. Omnibus Crime Control and Safe Streets Act (Safe Streets Act) of 1968, as amended, 34 U.S.C. §§ 10228(c) & 10221(a), and the DOJ implementing regulations, 28 C.F.R. pt. 42, subpts. D (prohibiting discrimination in programs funded under the statute, both in employment and in the delivery of services or benefits, based on race, color, national origin, sex, and religion) & E (requiring certain DOJ-funded programs subject to the administrative provisions of the statute to prepare, maintain, and submit an Equal Employment Opportunity Plan (EEO));
 - b. Juvenile Justice and Delinquency Prevention Act (JJDP Act) of 1974, as amended, 34 U.S.C. § 11182(b), and the DOJ implementing regulations, 28 C.F.R. §§ 31.202, .403 & pt.42, subpt. D (prohibiting discrimination in programs funded under the statute, both in employment and in the delivery of services or benefits, based on race, color, national origin, sex, and religion);
 - c. Victims of Crime Act (VOCA) of 1984, as amended, 34 U.S.C. § 20110(e) and the regulation implementing the Victim of Crime Act Victim Assistance Program, 28 C.F.R. § 94.114 (prohibiting discrimination in programs funded under the statute, both in employment and in the delivery of services or benefits, based on race, color, national origin, sex, religion, and disability); and
 - d. Violence Against Women Act (VAWA) of 1994, as amended, 34 U.S.C. § 12291(b)(13) (prohibiting discrimination in programs either funded under the statute or administered by the Office on Violence Against Women, both in employment and in the delivery of services or benefits, based on actual or perceived race, color, national origin, sex, religion, disability, sexual orientation, and gender identity) (referring to the Safe Streets Act for enforcement).

II. Procedure for Filing a Discrimination Complaint.

- A. A complaint alleging discrimination in employment or delivery of services against the Tennessee Department of Finance and Administration (F & A), or against a program administered by F & A may be filed with the Tennessee Human Rights Commission or the

F & A Policy:

Nondiscrimination Policy and Complaint Procedures

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United States Department of Justice within 180 days or 1 year of the date of the alleged discrimination depending upon the statute, at the following addresses:

Tennessee Human Rights Commission
312 Rosa Parks Ave, 23rd floor
WRS Tennessee Tower
Nashville, TN 37243

U.S. Office for Civil Rights
Office of Justice Programs
U.S. Department of Justice
810 7th Street NW
Washington, DC 20531

- B. A complaint alleging discrimination in employment or delivery of services against the Tennessee Department of Finance and Administration (F & A) or a program administered by F & A may be filed with the F & A Civil Rights Coordinator within 180 days or 1 year of the date of the alleged discrimination depending upon the statute, at the following address:

Tennessee Department of Finance and Administration
Civil Rights Coordinator and Civil Rights Investigator
312 Rosa L. Parks Avenue, Suite 2000
WRS Tennessee Tower
Nashville, TN 37243-1102

III. F & A Procedures for Processing Discrimination/Civil Rights Complaints.

- A. All Complaints must be filed in writing and include your name, address, and telephone number. The deadline for filing complaints is 180 days or 1 year from the date of the alleged discrimination depending upon the statute under which the complainant is filing. All administrative complaints filed pursuant to Title VI or Title IX must be filed within 180 days of the discriminatory act unless that time period is extended due to special circumstances.

If you are filing on behalf of another person, include your name, address, telephone number and your relation to that person (for example, friend, attorney, or parent). Your Complaint must be submitted on the F & A Civil Rights Complaint Form found at this link, or in a similar writing which contains all information requested on the F & A Civil Rights Complaint Form.

- B. Upon receipt of the complaint, the F & A Civil Rights Coordinator will: (a) notify the complaining party that the complaint was received and of the opportunity to file with the Office for Civil Rights; (b) evaluate jurisdiction and the need for additional information; and (c) determine the applicable jurisdiction for the Complaint. If the complaint is filed by an internal party or is a complaint regarding employment discrimination over which F & A does not have jurisdiction, the Civil Rights Coordinator will forward the complaint to the appropriate agency having jurisdiction for investigation.

F & A Policy:

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- C. If the complaint arises under Title VI or Title IX, the F & A Civil Rights Coordinator shall report the complaint to the Tennessee Human Rights Commission Title VI Compliance Program within ten (10) days of receipt of the complaint. If the Complaint is within the jurisdiction of F & A, the F & A Civil Rights Investigator shall initiate the investigation of the merit of the complaint, and conduct the investigation in compliance with F & A's investigation process as is set out below:
- a. F & A Civil Rights Investigator, or designee, shall initiate the investigation within thirty (30) days of receipt.
 - b. F & A Civil Rights Investigator, or designee, shall conduct a thorough investigation of all complaints.
 - c. The F & A Civil Rights Investigator shall conclude its investigation and submit a written investigation summary to the Tennessee Human Rights Commission within ninety (90) days of receipt of the Complaint, and prior to communicating the investigation findings to the complainant.
 - d. After submission of the investigation summary to the Tennessee Human Rights Commission and its review, the F & A Civil Rights Coordinator shall notify the parties of the final decision in writing. If the investigation indicates that a violation did not occur, the F & A Civil Rights Coordinator will notify the parties of the final decision in writing.
 - e. The F & A Civil Rights Coordinator shall retain all documentation of the investigation for a period of five years.
 - f. If the Complainant is not satisfied with the decision of the F & A Civil Rights Investigator, the complainant may still have time to file with the U. S. Department of Justice, Office of Justice Programs, Office for Civil Rights, or other appropriate Federal agency or court with jurisdiction over the claim asserted if the time for filing with said court or agency has not expired.
 - g. Filing a complaint with the F & A Civil Rights Coordinator cannot be relied upon to extend the time for filing civil rights complaints with other applicable state or federal courts or agencies.

CIVIL RIGHTS COMPLAINT INFORMATION

Your name, address, and telephone number(s):
Phone: _____

Name, address, and telephone number(s) of person(s) who discriminated against you:
Phone: _____

Name, address and telephone number(s) of agency or organization involved in your complaint:

Phone: _____

Phone: _____

Are there other persons or organizations involved in this discrimination case? ☐ Yes ☐ No
If YES, please give the names, addresses, and telephone numbers below:

Name	Address	Telephone

Which of the following describes the nature of the discrimination involved?

- ☐ Race/Color ☐ National Origin ☐ Religion ☐ Sex
☐ Disability ☐ Age ☐ Sexual Orientation ☐ Gender Identity

Does your charge of discrimination involve?

<p>a. Your job or seeking employment?</p> <p>If yes, which of the following apply?</p> <p> <input type="checkbox"/> Hiring <input type="checkbox"/> Work Assignment <input type="checkbox"/> Promotion <input type="checkbox"/> Demotion <input type="checkbox"/> Discipline <input type="checkbox"/> Layoff/Recall <input type="checkbox"/> Retaliation <input type="checkbox"/> Termination <input type="checkbox"/> Other (Specify) _____ </p>	<p>OR</p> <p>b. You using facilities or someone providing services/protection to you (or others)?</p> <p>If yes, how?</p> <p> <input type="checkbox"/> Brutality <input type="checkbox"/> Harassment <input type="checkbox"/> Language <input type="checkbox"/> Applying rules/laws differently <input type="checkbox"/> Access to buildings/programs <input type="checkbox"/> Retaliation <input type="checkbox"/> Different standards/opportunities/programs <input type="checkbox"/> Segregation <input type="checkbox"/> Other (Specify) _____ </p>
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Which month(s), day(s), and year(s) did the most recent discrimination against you take place?

Beginning: Month _____ Day _____ Year _____

Ending: Month _____ Day _____ Year _____



CIVIL RIGHTS COMPLAINT INFORMATION

Explain in detail what happened and how you were discriminated against. State who was involved and show how other persons were treated differently from you. (Also, attach any written materials or documentation pertaining to your case.)

Has the opposite sex or have persons of other races, national origin, religions, or disabilities been treated differently from you in this particular matter? If yes, please explain and identify:

Why do you believe this occurred?

What other information do you think might be helpful to our investigation?

If this complaint is resolved to your satisfaction, what remedy do you seek?

Please list below any persons (witnesses, fellow employees, supervisors, or others) **whom we might contact for additional information to support or clarify your complaint:**

Name	Address	Telephone



CIVIL RIGHTS COMPLAINT INFORMATION

Have you filed a case or complaint with any of the following? (Check the appropriate items.)

<input type="checkbox"/> Civil Rights Division, U.S. Dept. Of Justice	<input type="checkbox"/> TN Human Rights Commission
<input type="checkbox"/> U.S. Equal Employment Opportunity Commission	<input type="checkbox"/> State Law Enforcement Agency
<input type="checkbox"/> Other Federal Agency	<input type="checkbox"/> Attorney (Note the name and address above)
<input type="checkbox"/> Federal or State Court	<input type="checkbox"/> Other (specify)

For any item checked above, please provide the following information:

Name of Agency: _____ Date Filed: _____
Case or Docket Number: _____ Date of Trial or Hearing: _____
Name of Investigator: _____ Status of Case: _____
Location of Agency or court: _____

Additional comments: (Continue any comments or questions on additional sheets if necessary)

I have reviewed the F & A Civil Rights Complaint Procedure and understand my complaint may be forwarded to another state or federal agency for review and response.

DATE _____ SIGNED: _____

Deliver or Mail to:

Civil Rights Complaints
F&A Civil Rights Coordinator
F&A Human Resources Office
20th Floor, Wm. R. Snodgrass Tennessee Tower
312 Rosa L. Parks Avenue North
Nashville, TN 37243-1102

XXII. Civil Rights

In the event of a formal allegation of Civil Rights discrimination, including those related to employment, or an adverse finding of discrimination against a subrecipient agency by a federal or state court or a federal or state administrative agency, OCJP subrecipients are required to immediately notify the OCJP Title VI coordinator in writing by completing the Civil Rights Complaint Notification form (See [Appendix P: Discrimination Complaint Notification](#)) within 45 days.

1. LAWS THAT PROTECT CIVIL RIGHTS IN FEDERALLY ASSISTED PROGRAMS

1. Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color, or national origin in the delivery of services or benefits by recipients of federal financial assistance. [42 U.S.C. 2000d](#); [28 C.F.R. pt. 42, subpt. D](#).
2. Section 504 of the Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of disability in both employment and the delivery of services or benefits by recipients of federal financial assistance. [29 U.S.C. § 794](#); [28 C.F.R. pt. 42, subpt. G](#).
3. Title II of the Americans with Disabilities Act of 1990, as amended, prohibits discrimination on the basis of disability in both employment and the delivery of services or benefits by public entities. [Statute](#); [42 U.S.C. § 12132](#); [28 C.F.R. pt. 35](#). [Revised ADA Regulations Implementing Title II and Title III](#)
4. The Age Discrimination Act of 1975, as amended, prohibits discrimination on the basis of age in the delivery of services or benefits by recipients of federal financial assistance. [42 U.S.C. § 6102](#); [28 C.F.R. pt. 42, subpt. I](#).
5. Title IX of the Education Amendments of 1972, as amended, prohibits discrimination on the basis of sex in educational programs or activities receiving federal financial assistance. [20 U.S.C. § 1681](#); [34 C.F.R. pt. 106](#).
6. The Omnibus Crime Control and Safe Streets Act (Safe Streets Act) of 1968, as amended, prohibits discrimination on the basis of race, color, national origin, sex, or religion in both employment and the delivery of services or benefits by a recipient of federal financial assistance under the Safe Streets Act. [42 U.S.C. § 3789d](#); [28 C.F.R. pt. 42, subpt. D](#).
7. The Juvenile Justice and Delinquency Prevention Act (JJDPA) of 1974, as amended, adopts by reference the civil rights provisions of the Safe Streets Act. The JJDPA prohibits discrimination on the basis of race, color, national origin, sex, and religion in both employment and the delivery of services or benefits by recipients of federal financial assistance under the JJDPA. Recipients of funding under the JJDPA must also comply with the Equal Employment Opportunity Plan (EEOP) requirements of the Safe Streets Act. [42 U.S.C. § 3789\(d\)](#); see also [28 C.F.R. pt. 42, subpt. E](#).
8. The Victims of Crime Act (VOCA) of 1984, as amended, prohibits discrimination on the basis of race, color, national origin, sex, religion, or disability in both employment and the delivery of services or benefits by recipients of federal financial assistance under VOCA. [42 U.S.C. § 10604 \(e\)](#).
9. The Partnerships with Faith-Based and Other Neighborhood Organizations Regulation of the U.S. Department of Justice (DOJ) prohibits faith-based organizations that receive DOJ financial assistance from using federal resources to

Justice (DOJ) prohibits faith-based organizations that receive DOJ financial assistance from using federal resources to advance inherently (or explicitly) religious activities such as worship, religious instruction, or proselytization and prohibits discrimination in federally-assisted social service programs based on religion in the delivery of services or benefits. 28 C.F.R. pt. 38; see also Exec. Order No. 13,559, 75 Fed. Reg. 71,319 (May 4, 2016) (Fundamental Principles and Policymaking Criteria for Partnerships with Faith-Based and Other Neighborhood Organizations); Exec. Order No. 13,279, 67 Fed. Reg. 77,141 (Dec. 12, 2002) (Equal Protection of the Laws for Faith-Based and Community Organizations).

10. **The Violence Against Women Act (VAWA) of 1994, as amended**, prohibits discrimination in programs either funded under the statute or administered by the Office on Violence Against Women, both in employment and in the delivery of services or benefits, based on actual or perceived race, color, national origin, sex, religion, disability, sexual orientation, and gender identity (referring to the Safe Streets Act for enforcement). 42 U.S.C. § 13925(b)(13)

2. PROHIBITION AGAINST DISCRIMINATION FOR RECIPIENTS OF FEDERAL FINANCIAL ASSISTANCE

1. The federal civil rights laws that may apply to OCJP subrecipients collectively prohibit discrimination **in both employment and the delivery of services or benefits** based on race, color, national origin, sex, religion, or disability. The Age Discrimination Act of 1975 prohibits discrimination on the basis of age in the delivery of services or benefits. In addition to these, subrecipients of funds under the Violence Against Women Act of 1994, as amended, are prohibited from discriminating on the basis of gender identity or sexual orientation
2. All subrecipient agencies must identify a compliance coordinator and a procedure for responding to discrimination complaints. Each agency must submit the name and contact information of the person responsible for reporting all civil rights complaints and findings to OCJP by completing the Certification of Regulations Compliance form as an attachment to its grant contract.
3. In accordance with Section 504, Title VI, and Title IX requirements, all subrecipient agencies must make available to participants, beneficiaries, and other interested persons information regarding the provisions of these statutes and their applicability to the program(s) under which the recipient receives Federal financial assistance. To assist agencies in complying with the Title VI requirement OCJP is providing signage to be posted, along with other notices of Civil Rights, in an area accessible to the public. See Appendix C. Agencies are required to post this or similar signage regarding Title VI compliance and procedures for filing a discrimination complaint.

3. DISCRIMINATION COMPLAINTS

1. All subrecipient agencies must have written procedures for responding to complaints alleging unlawful discrimination in employment and the delivery of services or benefits on the basis of race, color, religion, national origin, age, sex, disability or, if the agency is a subrecipient of funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity. The agency policy may provide for discrimination complaints to be forwarded to the F & A Civil Rights Coordinator. Instructions for filing a complaint of discrimination in employment and delivery of services directly with the Department of Finance and Administration are on the OCJP website.
2. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly

2. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly with the Tennessee Human Rights Commission (TNHRC) at <http://www.tn.gov/humanrights/> or by calling (615) 741-5825, Toll Free: 1-800-251-3589 or Spanish Toll Free Line: 1-866-856-1252.

3. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly with the U.S. Department of Justice, Office of Justice Programs, Office for Civil Rights (OCR). Instructions for filing a complaint may be found on the OCR website at <http://www.ojp.usdoj.gov/about/ocr/complaint.htm>.

4. Agencies should have policies prohibiting discrimination related to employment and procedures for filing complaints. Complaints related to employment may be filed with the Tennessee Human Rights Commission (TNHRC) at <http://www.tn.gov/humanrights/> or with the Equal Employment Opportunity Commission at <https://www.eeoc.gov/employees/charge.cfm>.

4. OBLIGATION TO REPORT DISCRIMINATION COMPLAINT(S) AND FINDING(S) OF DISCRIMINATION

1. In the event of a formal allegation of civil rights discrimination, including those related to employment, OCJP subrecipients must immediately notify the OCJP Title VI Coordinator by completing the Civil Rights Complaint Notification form (See **Appendix P: Discrimination Complaint Notification**) within forty-five (45) days. Subrecipients must report, in writing, the status of any on-going investigations to OCJP. A subrecipient may request exemption or modification of this requirement by submitting a written request to the OCJP Title VI Coordinator.

2. In the event a federal or state court or a federal or state administrative agency makes an adverse finding of discrimination against a subrecipient agency, after a due-process hearing, on the basis of race, color, national origin, religion, or sex, the subrecipient agency must send a copy of the finding to OCJP within forty-five (45) days.

5. MAINTAINANCE OF CIVIL RIGHTS INFORMATION

For OCJP staff to determine whether the subrecipient agency is complying with applicable civil rights laws, the subrecipient must maintain statutorily required civil rights statistics on race, national origin, sex, age, and disability for all clients served. Agencies must permit the OCJP staff reasonable access to the books, documents, papers, and records

6. LANGUAGE-ACCESS SERVICES FOR BENEFICIARIES WITH LIMITED ENGLISH PROFICIENCY (LEP)

Each subrecipient agency should have a plan to assist clients with limited English proficiency (LEP). LEP persons are individuals who do not speak English as their primary language and have a limited ability to read, speak, write, or understand English. Title VI of the Civil Rights Act of 1964, as well as DOJ program statutes, requires subrecipients to take reasonable steps to ensure that LEP persons have meaningful access to their programs and activities. Providing meaningful access will generally involve some combination of oral interpretation services and written translation of vital documents. Meaningful access may entail providing language assistance services, including telephone interpreter lines, bilingual staff and volunteers, oral interpretation services, and written language services. Subrecipient agencies should evaluate their current practices in providing language-access services to LEP beneficiaries, including the following:

- Determine the size and linguistic demographics of the LEP service population;
- Collect data on the frequency of contacts with LEP beneficiaries;
- Identify the most significant services or benefits that will require language-access services;
- Assess the resources that are available both inside and outside the agency for providing language-access services;
- Make an inventory of existing written materials, especially vital documents, that need to be available to beneficiaries in translation;
- Establish quality-control measures to ensure the linguistic competency of interpreters and translators;
- Develop a language-access plan consistent with federal guidelines; and
- Train staff members in public-contact positions on the legal obligation to provide appropriate language-access services to LEP beneficiaries.

For information on providing services to LEP persons and for detailed agency-specific guidance on language-access services, see www.LEP.gov.

7. FAITH-BASED ORGANIZATIONS

As a condition for receiving financial assistance from DOJ, OCJP subrecipient agencies agree to comply with the DOJ regulation now entitled, "[Partnerships with Faith-Based and Other Neighborhood Organization](#)," 28 C.F.R. pt. 38. This regulation states that DOJ financial assistance may not support inherently (or explicitly) religious activities, such as worship, religious instruction, or proselytization. In addition, 28 C.F.R. Part 38 includes rules that prohibit specific forms of discrimination on the basis of religion, a religious belief, a refusal to hold a religious belief, or refusal to attend or participate in a religious practice. Faith-based subrecipients may still engage in inherently (or explicitly) religious activities, but the activities must be separate either in time or in place from the federally funded program *and* any participation in the inherently religious activities by program beneficiaries must be voluntary. Under federal law, all subrecipients, including faith-based organizations, must not discriminate in the provision of grant-funded services on the basis of a participant's religious practice or belief, or the lack of them. Contrary to the general rule under federal law that prohibits employment discrimination based on religion, funded faith-based organizations may, in some circumstances, take religion into account in making hiring decisions. Subrecipient faith-based organizations that have employment policies favoring co-religionists see the [OJP website](#), or contact their [OCJP program manager](#) for additional information.

8. TITLE VI COMPLIANCE TRAINING (Updated December 2017)

All recipients of federal financial assistance are subject to the provisions of Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, or national origin. And if this agency receives funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity. Regulations governing Title VI compliance require that all OCJP

subrecipients provide **annual** Title VI training for all employees. Additional training related to all civil rights laws and regulations is recommended for agencies providing direct services.

To improve compliance with Title VI, OCJP requires that all grant Project Directors provide evidence of having completed Title VI training and additional Civil Rights training annually. OCJP has provided a [short presentation on its website](#), outlining the provisions of Title VI. **All grant Project Directors must complete the Title VI Compliance Training and Quiz.** All new Project Directors must complete the online training program within ninety (90) days of their start date. **At the end of the online quiz, Project Directors should retain verification of completion in the grant file.** A link is provided below to additional Civil Rights training. **The Project Director and the Civil Rights Compliance Officer should complete this or equivalent training annually.** Verification of the training must be retained in the personnel files.

To be in compliance with OCJP's training requirement on Title VI, subrecipient agencies may train other staff members, including the Civil Rights Compliance Officer, by using the training program on OCJP's website or another training program that includes information on Title VI. Although staff members other than the Project Directors may complete the online quiz at the end of OCJP's Title VI training program, they are not required to do so. Project Directors are responsible for maintaining documentation showing that staff members completed the required Title VI and Civil Rights training **annually**.

The Title VI Compliance PowerPoint Training Presentation and Quiz (required by all OCJP grant Project Directors), is available [here](#).

Additional Civil Rights training (effective July 1, 2018 required by the OCJP grant Project Director and Civil Rights Compliance Officer) is available from the U.S. Department of Justice, Office of Justice Programs, Office for Civil Rights here <https://ojp.gov/about/ocr/assistance.htm>. Subrecipients should view all six videos to be familiar with all civil rights compliance requirements. In addition to these, the Office for Violence Against Women's website has [videos](#) on Faith-Based Organizations and the Violence Against Women Act for recipients and subrecipients of federal financial assistance.

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Chapter 11 – TITLE VI TRAINING PLAN

THRC DIRECTIVES

Please include the following:

- A. A description of the agency's Title VI training program. You may satisfy this requirement by including the agenda or printed PowerPoint slides from the training, as long as they adequately identify the topics covered. If a quiz is part of the training, include a sample.
- B. Data: (please provide a chart)
 - 1. Percentage and actual number of the total agency staff trained
 - 2. Percentage and actual number of subrecipients and/or contractors trained
 - 3. List of dates that training was offered
- C. List proposed dates for any future training programs that will be offered to staff, subrecipients and/or contractors.

Note: all these documents including training roster should be kept as you will need them for future record requirements

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

In order to ensure compliance with the Title VI and Title IX plan and to maximize effectiveness, it is critical that staff and Sub recipients receive regular training and have a clear understanding of the requirements of Title VI and Title IX.

SUPPORT FOR EMPLOYEES

F&A began a new Title VI training initiative in June 2012. The department's Title VI Coordinator developed a Title VI training presentation covering the essential elements of Title VI that apply to all department staff members. This presentation was established as an on-line training. 100% of the employees in F&A were enrolled in Edison for this course and also notified by e-mail to complete the course. In 2014-2015 the department continued using the training and tracking mechanisms of its training program to include a required question/answer section with a minimum percentage of accuracy requirements. Edison tracks the completion of all training setup in this manner. All new and transferring to F&A employees complete this training as part of the orientation session. The training activity code each year is established at the first of the calendar year in Edison and all F&A state employees are notified by Edison of enrollment. The Training Coordinator monitors completion and reports progress to division heads during the year. In 2015, the training program was modified to contain more detailed information and better descriptions of the LEP and reporting processes. We continue to use this same format of training and samples of the training and question slides are included in this chapter of the report.

In addition to the training initiative discussed above, briefings and updates are provided to staff responsible for ensuring Title VI and Title IX compliance and to key program and project management staff as part of regular in-service training. Whenever available, staff takes advantage of training programs offered by other government agencies, such as the federal Department of Justice workshops. This training is aimed at educating new and existing staff and recipients in the area of Title VI and Title IX compliance, keeping staff abreast of legal developments which affect Title VI and Title IX as well as making them aware of new civil rights legislation.

Also, the Department of Finance and Administration Employee Orientation Training Session offered by the Human Resources Office (HRO) briefly addresses the policy and the issues resolution process. Every newly hired F&A employee, during an orientation session, usually conducted on the first day of work, receives a link to the department intranet site, which contains the policy, forms and complaint procedures related to both Title VI and Title IX.

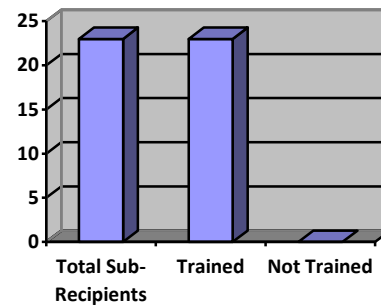
Training is offered approximately once a month to new employees and at the beginning of each calendar year, all F&A employees are enrolled and notified to complete the annual online session. The Employee Training Roster can be found in Appendix A (page 99) of this document.

2020 Employee Training					As of 6/30/2020		
Number of Employees		1,979					
Total Receiving Training		1,979		Percentage Trained		100%	
# of Employees	Date Completed		# of Employees	Date Completed		# of Employees	Date Completed
91	02/18/2020		4	04/03/2020		1	06/10/2020
266	02/19/2020		135	04/06/2020		2	06/11/2020
154	02/20/2020		29	04/07/2020		1	06/15/2020
104	02/21/2020		9	04/08/2020		1	06/16/2020
8	02/22/2020		4	04/09/2020		5	06/17/2020
3	02/23/2020		1	04/12/2020		3	06/18/2020
95	02/24/2020		5	04/13/2020		3	06/19/2020
64	02/25/2020		1	04/14/2020		7	06/22/2020
54	02/26/2020		4	04/15/2020		5	06/23/2020
61	02/27/2020		2	04/16/2020		2	06/25/2020
49	02/28/2020		1	04/17/2020		2	06/26/2020
4	02/29/2020		3	04/20/2020			
47	03/02/2020		5	04/21/2020			
18	03/03/2020		4	04/22/2020			
25	03/04/2020		1	04/23/2020			
19	03/05/2020		3	04/27/2020			
38	03/06/2020		3	04/29/2020			
1	03/08/2020		1	04/30/2020			
29	03/09/2020		3	05/01/2020			
32	03/10/2020		1	05/04/2020			
38	03/11/2020		4	05/05/2020			
33	03/12/2020		4	05/06/2020			
31	03/13/2020		6	05/07/2020			
1	03/14/2020		2	05/08/2020			
17	03/16/2020		1	05/11/2020			
11	03/17/2020		1	05/12/2020			
19	03/18/2020		4	05/13/2020			
17	03/19/2020		1	05/14/2020			
20	03/20/2020		1	05/15/2020			
2	03/21/2020		5	05/18/2020			
1	03/22/2020		2	05/19/2020			
21	03/23/2020		1	05/22/2020			
15	03/24/2020		1	05/25/2020			
10	03/25/2020		1	05/26/2020			
15	03/26/2020		3	05/27/2020			
28	03/27/2020		1	05/28/2020			
1	03/28/2020		1	05/29/2020			
3	03/29/2020		1	06/02/2020			
17	03/30/2020		19	06/04/2020			
147	03/31/2020		7	06/05/2020			
27	04/01/2020		16	06/08/2020			
4	04/02/2020		6	06/09/2020			

SUB RECIPIENT/SERVICE PROVIDER SUPPORT

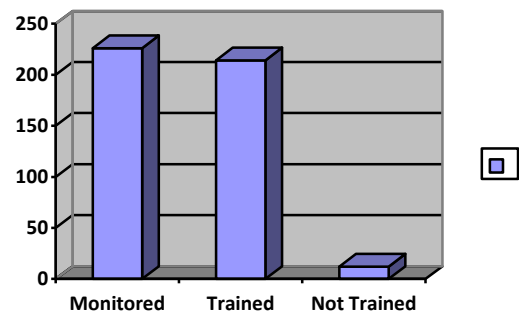
Volunteer Tennessee includes Title VI training for new program directors as part of the orientation to their duties. Eight of Volunteer Tennessee's 23 sub-recipients had new staff and received this training. Volunteer Tennessee also provides Title VI refreshers during the annual program director training retreats. Volunteer Tennessee includes language in its Assurances and Certification regarding compliance with non-discrimination regulations, including Title VI. We were able to provide training during the past year to 100% of the 23 sub-recipients.

	Total Sub-Recipients	Trained	Not Trained
Count	23	23	0
Percentage		100%	0%



OCJP includes a Civil Rights Compliance chapter in its Grants Manual. OCJP also offers an online Title VI training presentation through its website. Every grant project director is required to complete the training and save/print evidence of completion for the grant files. New project directors must complete the training within 90 days of employment. This training is available to anyone who accesses the OCJP website. One hundred and thirty-three (133) sub-recipients out of 226 were monitored with (12) findings of noncompliance with documentation of Title VI training. OCJP includes language in its Assurances and Certification regarding compliance with non-discrimination regulations, including Title VI.

	Monitored	Trained	Not Trained
Count	226	214	12
Percentage		95%	5%




Finally, OCJP sub recipient agencies must attest to specific civil rights compliance issues with one being annual staff training and OCJP training for project directors. Technical assistance is offered as needed.

TRAINING SAMPLE SCREENS AND QUESTIONS



Purpose of Training

- ❖ To ensure all management, staff, sub-recipients, contractors, and service beneficiaries are aware of the provisions of Title VI of the Civil Rights Act of 1964 and the minimum requirements to be in compliance with its rules, laws, and regulations.
- ❖ Title VI Regulations require agencies to provide civil rights training for staff and assign sufficient personnel to ensure effective enforcement. Periodic training should be designed to develop awareness and sensitivity in carrying out federally funded programs.



TN
State of Tennessee

Title VI Web-Based Training

Slide # 01

What is Title VI?
Federal Law
Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d)



State of Tennessee

- ❖ No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

Title VI Web-Based Training

Slide # 02



Workplace Discrimination and Harassment



State of Tennessee

- ❖ Workplace harassment is any unwelcome or unwanted conduct that denigrates or shows hostility or an aversion toward another person on the basis of any characteristic protected by law, which includes an individual's race, color, gender, ethnic or national origin, age, religion, disability, marital status, genetic information or other personal characteristic protected by law. A conduct is unwelcome if the employee did not solicit, instigate or provoke it, and the employee regarded the conduct as undesirable or offensive.
- ❖ You may find more information on the state's policy on Workplace Discrimination and Harassment on the TN Department of Human Resources' website.

Title VI Web-Based Training

Slide # 03



Knowledge Check - Multiple Choice

What is one of the purposes of training for this course?

- ☐ A) So that all employees have an idea of what Title XXVII is.
- ☐ B) To help identify areas of needed improvement within our workforce.
- ☒ C) To ensure all management, staff, sub-recipients, contractors, and service beneficiaries are aware of the provisions of Title VI of the Civil Rights Act of 1964 and the minimum requirements to be in compliance with its rules, laws, and regulations.
- ☐ D) All of the above

You must answer the question before continuing.

Submit



Knowledge Check - True/False

No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

- ☒ A) True
- ☐ B) False

Try again

Submit



Have a Limited English Proficiency (LEP) Plan



State of Tennessee

How do you assist customers that do not speak English?

Who are LEP Persons?

Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be Limited English Proficient, or "LEP." These individuals may be entitled language assistance with respect to a particular type or service, benefit, or encounter. Federal laws particularly applicable to language access include Title VI of the Civil Rights Act of 1964, and the Title VI regulations, prohibiting discrimination based on national origin, and Executive Order 13166 issued in 2000. Many individual federal programs, states, and localities also have provisions requiring language services for LEP individuals. An Executive Order is an order given by the President to federal agencies. The LEP Executive Order (Executive Order 13166) says that people who are LEP should have meaningful access to federally conducted and federally funded programs and activities.

Title VI Web-Based Training

Slide # 24



Have a Limited English Proficiency (LEP) Plan



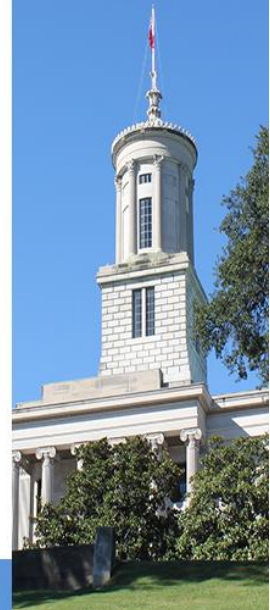
State of Tennessee

What To Do If You Have someone That is LEP Contact You?

If you have a situation, while at work, where someone is trying to communicate with you and they have Limited English Proficiency (LEP), contact someone in your Human Resource Office or your Supervisor/Manager for assistance or guidance using the AVAZA contract.

Title VI Web-Based Training

Slide # 25



Executive Order 13166



State of Tennessee

- ❖ Limited English Proficiency (LEP) - EO 13166 requires Federal agencies to examine the services they provide, identify any need for services to those with limited English Proficiency (LEP), and develop and implement a system to provide those services so LEP persons can have meaningful access to them.

Title VI Web-Based Training

Slide # 29



Title VI Related Videos

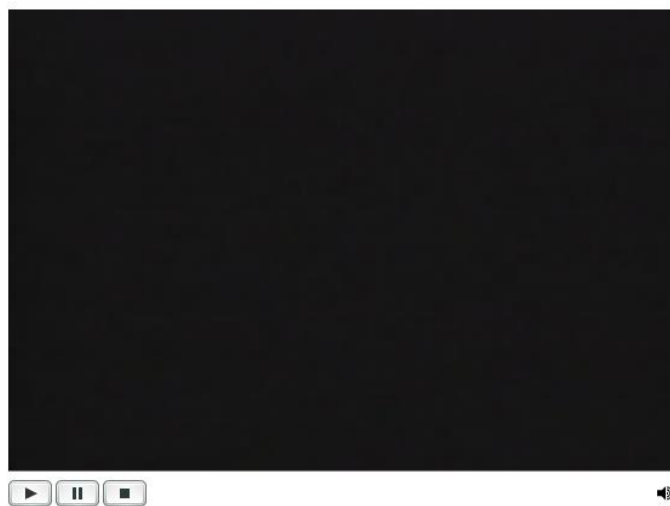


State of Tennessee

Included is the U.S. Department of Justice video for **optional** learning.

Understanding and Abiding by Title VI Video

You can watch the video or click the Next button to skip it.



Video may take about 10 seconds to begin after clicking the play button on the screen.

Title VI Web-Based Training

Slide # 33



Question 2 of 10

Graded Quiz - True/False

No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

- ☒ A) True
- ☐ B) False

Try again

Submit

Question 3 of 10

Graded Quiz - Multiple Choice

The definition of a contractor according to this course is:

- ☐ A) Someone that works with the state and has an office in another state
- ☐ B) A company that builds or modifies work space
- ☒ C) Any entity or individual who provides any function or service that requires the performance of delivery of assistance to beneficiaries under the terms of a contract with a state entity.
- ☐ D) The person that signs an agreement to work for any government agency for monetary compensation over \$25 per hour only.

Try again

Submit

Question 10 of 10

Graded Quiz - True/False

Executive Order 13166 requires Federal agencies to examine the services they provide, identify any need for services to those with limited English proficiency (LEP), and develop and implement a system to provide those services so LEP persons can have meaningful access to them.

- ☒ A) True
☐ B) False

Try again

Submit

Graded Quiz - Quiz Results

You Scored: {score}

Maximum Score: {max-score}

Correct Questions: {correct-questions}

Total Questions: {total-questions}

Accuracy: {percent}

Attempts: {total-attempts}

To Receive Credit on Edison
for Completing This Course

You Must View the
Next 2 Slides
Before Exiting this Training

Continue

Review Area

Title VI Contact Information



State of Tennessee

If you have questions or need additional information regarding Title VI compliance, please contact your agency's Title VI Coordinator or:

Tennessee Human Rights Commission
312 Rosa L Parks Ave, 23rd floor
Nashville, TN 37243
(800) 251-3589

www.TN.gov/HumanRights

To Receive Credit on Edison for Completing This Course

You Must Select the Next Slide Button Before Exiting this Training

** last slide is a blank slide - may take over night process before "Completed" shows on Edison training record **



Civil Rights Compliance and Training

Civil Rights Compliance and Training for OCJP Subrecipients

The federal civil rights laws that may apply to OCJP subrecipients collectively prohibit discrimination **in both employment and the delivery of services or benefits** based on race, color, national origin, sex, religion, or disability. The Age Discrimination Act of 1975 prohibits discrimination on the basis of age in the delivery of services or benefits. In addition to these, subrecipients of funds under the Violence Against Women Act of 1994, as amended, are prohibited from discriminating on the basis of gender identity or sexual orientation. Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color or national origin. All recipients of federal funding are subject to the provisions of Title VI. Regulations governing Title VI compliance require that OCJP subrecipients provide **annual** civil rights training for all employees.

The Office of Criminal Justice Programs, in order to improve compliance, is requiring that all grant Project Directors and Civil Rights Coordinators provide evidence of having completed Civil Rights training, provided on the OCJP website annually. In addition, subrecipient agencies must provide civil rights training to all employees annually. Please see the link below to training videos.

Civil Rights Training (Required for all employees annually)

[OCJP Civil Rights Compliance Training & Quiz](#) (Complete or review training before submitting the quiz.)

Agency's Civil Rights Compliance Officers and other staff may use these or other Civil Rights training materials in order to be in compliance with the training requirement. Other staff may also complete the quiz but it is not required by OCJP. It is the responsibility of the Project Director to maintain documentation demonstrating the required Civil Rights Training has been completed **annually**.

The training videos are provided by the U.S. Department of Justice, Office of Justice Programs, Office for Civil Rights here <https://ojp.gov/about/ocr/assistance.htm>. Subrecipients should view all six videos to be familiar with all civil rights compliance requirements. In addition to these, the Office for Violence Against Women's website has [videos](#) on Faith-Based Organizations and the Violence Against Women Act for recipients and subrecipients of federal financial assistance.

For more information on Civil Rights Compliance refer to [Chapter XXII. of the OCJP Grants Manual](#).

This Page Last Updated: December 6, 2018 at 3:16 PM

Chapter 12 – SUB RECIPIENT MONITORING

THRC DIRECTIVES

Provide a description of the Agency's policy and procedures related to monitoring the compliance of subrecipients.

A. Pre-award Procedures

Briefly discuss the procedures utilized by the department or agency to assess subrecipient and/or contractor compliance prior to awarding funding.

1. Attach a copy of any pre-assessment or self-survey provided by the department or agency to subrecipients and/or contractors. Include the number of pre-assessments or surveys reviewed by the department during the most recent fiscal year, if applicable. Show whether they are a new subrecipient or not.
2. List each subrecipient; contractor and/or vendor that has signed "statement of assurance" provided by the department or agency for the most recent SFY.
3. Field or on-site compliance reviews: State the number of field reviews of subrecipients and/or contractors conducted during the most recent SFY. If not applicable, then explain why the department does not conduct field or on-site reviews.
4. Title VI Requirement: Describe any standards requiring a subrecipient and/or contractor of the department to provide training to its staff, to include the extent and content of training prior to the receipt of federal funding.
5. Identify any other pre-award procedures not mentioned above that are utilized by the department or agency.

B. Post-award Procedures

Briefly discuss the procedures utilized by the department or agency to assess subrecipient and/or contractor compliance after awarding funding (compliance reviews, desk audits, etc.).

1. Provide a listing of any reviews conducted during the most recent SFY, if applicable.
2. Attach a copy any annual compliance reviews, assessments or self-surveys, etc. Include the # of reviews or surveys reviewed during the most recent SFY, if applicable.
3. Field or on-site reviews: State the number of field compliance reviews of subrecipients and/or contractors conducted during the most recent SFY. If not applicable, then explain why the department does not conduct field or on-site reviews.
4. Identify any other procedures not mentioned above that are utilized by the department or agency.

C. Subrecipient Title VI Training

Describe any standards requiring that a subrecipient and/or contractor of the department provide documentation of staff training and dates offered to its staff, to include the extent and content of the training.

D. Procedures for Noncompliance

1. Describe policy, procedures or steps taken to seek voluntary compliance when a subrecipient or contractor is determined to be in noncompliance.
2. Include actions to be taken by your department or agency upon a finding of noncompliance of a subrecipient or contractor. Actions should include reporting, resolution, enforcement of corrective actions, monitoring of any agreed up on programs, and sanctions.
3. If there were agency subrecipients or contractors that were found to be in noncompliance with Title VI by another state or federal agency, include the agency name, finding(s) and corrective action measures.

- E. Identify Subrecipients, contractors, and/or vendors
 - 1. A description of each program distributing financial assistance to subrecipients
 - 2. List each subrecipient, contractor and/or vendor of the department or agency. If the department or agency did not have any subrecipients, contractors or vendors for the most recent SFY, then it should state this fact. The following information should be included for each subrecipient, contractor, or vendor:
 - a. Subrecipient/Vendor name
 - b. Begin/end date of contract
 - c. Dollar amount of contract
 - d. Location
 - e. Whether the contract is paid federal, state, or a hybrid of funding.
 - f. MWBE designation of the vendor
 - g. Description of services provided
 - h. Whether the contract was a subrecipient, contractor (e.g., contract employee) or vendor
 - i. Whether the contract was competitive or non-competitive
- F. List each subrecipient, contractor and/or vendor that has signed "statement of assurance" provided by the department or agency for the most recent SFY.
- G. List the total number of all contractors. Provide the total number and percentage of minority contractors and the dollar amount and percentage awarded to minority contractors by race, color and/or national origin for all federally funded programs and activities, to include procurement of materials and equipment.
- H. List any new subrecipients, contractors, and/or vendors.
- I. Include excerpts of the contractual provisions prohibiting discrimination, which is agreed to by subrecipients, contractors and/or vendors of the department or agency.
- J. Identify any Federal Financial Assistance applications pending with other federal and/or state departments and/or agencies.
- K. Please include any annual Federal Program monitoring your agency is responsible for.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

DEPARTMENTAL REVIEW

The Department of Finance and Administration, its sub recipients, or contractors shall make available any compliance report to be reviewed by the Tennessee Human Rights Commission (THRC) upon request. Appendix C – “Sub Recipients and Vendors Listing” of this document begins on page 129.

Methods for reviewing Title VI and Title IX compliance include periodic data review, self-assessment and audits. These are tools to assist the Commissioner and Division Executives in executing Title VI and Title IX compliance.

Each F&A Division Executive is responsible for conducting divisional reviews of activities to ensure compliance with Title VI and Title IX. Accordingly, the Division Executives are also responsible for the resolution of any identified noncompliance within his or her purview.

Standard audit practices (internal and state audit) also provide Title VI and Title IX compliance evaluation. Each year, the Comptroller’s Division of State Audit conducts and publishes a financial and compliance audit of the Department of Finance and Administration for the previous fiscal year. Components of such address F&A’s compliance with Title VI and Title IX requirements.

Further, F&A’s Internal Audit section is positioned to investigate or audit the department’s compliance with Title VI and Title IX requirement either upon request or the appearance of non-compliance. Internal Audit reports to the F&A Commissioner and has total access to the department and its program areas. Thus, Internal Audit provides an ongoing control with regard to compliance.

SUB RECIPIENT/SERVICE PROVIDER COMPLIANCE REVIEW PRE-AWARD REVIEW

F&A’s sub recipients and contract vendors are required to provide Statements of Assurances that address Title VI and Title IX compliance. Statements of Assurances can be effectively used for pre-award review.

EXHIBIT 6– Standard Fee-For-Service Contract Language Regarding Nondiscrimination

Professional Services Contract Language Regarding Nondiscrimination:

D. STANDARD TERMS AND CONDITIONS:

- D.7. Nondiscrimination. The Contractor hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Contract or in the employment practices of the Contractor on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Contractor shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

Grant Contract Language Regarding Nondiscrimination:

- D.8. Nondiscrimination. The Grantee hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Grant Contract or in the employment practices of the Grantee on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Grantee shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

The Office of Criminal Justice Programs also requires sub recipient agencies to sign a certification of compliance with all civil rights laws and federal requirements.

CERTIFICATION OF CIVIL RIGHTS COMPLIANCE

(PAGE 1 OF 2)

**TENNESSEE CERTIFICATION OF COMPLIANCE
WITH REGULATIONS FROM U. S. DEPARTMENT OF JUSTICE,
OFFICE OF JUSTICE PROGRAMS, OFFICE FOR CIVIL RIGHTS
FOR SUBGRANTS ISSUED BY
THE TENNESSEE DEPARTMENT OF FINANCE AND ADMINISTRATION,
OFFICE OF CRIMINAL JUSTICE PROGRAMS**

INSTRUCTIONS: Complete the identifying information below. Read this form completely, identifying the person responsible for reporting civil rights findings in certification #4. Please obtain the signature of the Authorized Official on page 2, forward a copy of this form to the person identified in #4 and return the original copy of the form to the Office of Criminal Justice Programs, William R. Snodgrass Tennessee Tower, 312 Rosa L Parks Avenue, Suite 1800, Nashville, Tennessee 37243-1102 with your signed contracts.

Agency Name:

Project Director's Name:

Agency Address:

Project Director's Phone:

Grant Project Title:

Grant Start Date:

Grant End Date:

Grant Duration:

Grant Amount:

I. REQUIREMENTS OF SUBGRANTEE RECIPIENTS:

All subgrantee recipients (regardless of type of entity or amount awarded) are subject to prohibitions against discrimination in any program or activity, and must take reasonable steps to provide meaningful access for persons with limited English proficiency.

1. I certify that this agency will maintain data (and submit when required) to ensure that:
 - a. all services provided by our agency are delivered in an equitable manner without discrimination on the basis of race, color, religion, national origin, age, sex or disability, or, if this agency receives funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity to all segments of the service population;
 - b. our employment practices comply with Equal Opportunity Requirements, 28 CFR 42.207 and 42.301 *et. Seq.*;
 - c. all projects and activities of our agency will provide meaningful access for people with limited English proficiency as required by Title VI of the Civil Rights Act, (*See also* 2000 Executive Order #13166).
 - d. I certify that this agency will register within 60 days of award start date with the [Office of Justice Programs, Office for Civil Rights online Equal Employment Opportunity \(EEO\) Program Reporting Tool](#) to submit the information requested and, if required, create and submit an EEO Utilization Report. The agency can access the tool at: <https://ocr-eeop.ncjrs.gov>.
2. I certify that this agency will comply (and will require any subgrantees or contractors to comply) with any applicable statutorily-imposed nondiscrimination requirements which may include:
 - a. Omnibus Crime Control and Safe Streets Act of 1968 (42 U.S.C. § 3789d);
 - b. Victims of Crime Act (42 U.S.C. § 10604(e));
 - c. Juvenile Justice and Delinquency Prevention Act of 2002 (42 U.S.C. § 5672(b));
 - d. Civil Rights Act of 1964 (42 U.S.C. § 2000d);
 - e. Rehabilitation Act of 1973 (29 U.S.C. § 7 94);
 - f. Americans with Disabilities Act of 1990 (42 U.S.C. § 12131-34);
 - g. Education Amendments of 1972 (20 U.S.C. §§1681, 1683, 1685-86); and the
 - h. Age Discrimination Act of 1975 (42 U.S.C. §§ 6101-07); and
 - i. Ex. Order 13,559 (Partnerships with Faith-Based and Other Neighborhood Organizations)
 - j. Violence Against Women Act (VAWA) of 1994, as amended, 42 U.S.C. § 13925(b)(13)

CERTIFICATION OF CIVIL RIGHTS COMPLIANCE

(PAGE 2 of 2)

4. I also certify that this agency will report all civil rights complaints and findings of discrimination, if any, to the Tennessee Office of Criminal Justice Programs, within the Department of Finance and Administration, in compliance with Chapter XXII, Part D, of the Grant's manual, and with 28 CFR 42.202(c). Any such findings will be provided within 45 days of the complaint or finding and/or if the finding occurred **within 3 years prior to** the grant award beginning date, within 45 days of the grant award beginning date. A copy of this Certification will be provided to the person responsible for reporting civil rights complaints and findings of discrimination, as identified below:

Name:

Title:

Phone:

Address:

City & State:

Zip Code:

"The Authorized Official certifies that to the best of his or her knowledge and belief that the information contained in this certification is correct and in accordance with the requirements of the application guidelines. The Authorized Official also certifies that the person named below is either the person legally responsible for committing the applying agency to this certification, or is executing this certification with the informed consent of the authorizing person (named and described in attachment A)."

- ☐ **Certification:** I certify, by my signature at the end of this form, that I have read and am fully cognizant of our duties and responsibilities under this Certification. ***(Please click the box to the left)***

NAME, TITLE, AND ADDRESS OF CERTIFYING DESIGNEE (IF DIFFERENT FROM AUTHORIZED OFFICIAL):

(Please click & complete the name, title, & address form field text boxes below, if applicable)

Certifying Designee's Name:

Certifying Designee's Title:

Please complete all certifications, print them, and then sign & date each certification

Authorized Signature of the Applicant Agency:

Date:

POST-AWARD REVIEW (DIVISION MONITORING)

In addition to standard contract monitoring, the divisions within F&A awarding grants are required to annually monitor a subset of their sub recipient contract population. Each affected division has program and/or fiscal staff dedicated to conducting this monitoring.

Scheduling Criteria

An agency's scheduling criteria for sub recipient monitoring takes into account factors such as: federal requirements dictating the frequency of monitoring; number of sub recipient contracts; value of sub recipient contracts; sub recipient risk; period of time since last monitoring review; and any prior review findings that indicate serious deficiencies.

Nature and Criteria of Compliance Review Monitoring

In addition to state and/or federal program specific monitoring requirements, all monitoring reviews must address certain core areas. The scope of reviews and the techniques used may vary based on factors such as the risk level of the sub recipient, the value of the contract/s, the result of prior reviews and audits, etc.

The core monitoring areas include as applicable: Title VI; activities allowed or not allowed; allowable cost/cost principles; eligibility; matching, level of effort, earmarking; program income; cash management; Davis-Bacon Act; equipment and real property management; period of availability of funds; procurement, suspension, and debarment; real property acquisition and relocation assistance; reporting; and special tests and provisions.

The monitoring of a sub recipient should include testing of the financial/program data and reporting. For high-risk sub recipients, the sample size should be larger than that of medium risk and the level of testing should be more intense.

With respect to Title VI, the monitors review whether the subgrantee can document that it adheres to nondiscrimination requirements in its employment practices and delivery of services, specifically considering such issues as:

1. Was the contract signed by Agency representative indicating Assurance of Compliance with the standard Non-discrimination clause? This clause is not found in contracts with other state agencies.
2. Are notices of non-discrimination, including all applicable civil rights laws, posted in conspicuous places available to employees and applicants?
3. Are agency policies and procedures relevant to Civil Rights available for review?
4. Does the agency provide and document training to staff on non-discriminatory issues and policies?
5. Have any formal discrimination complaints been filed against the agency? If so, what action was taken?
6. Based on client record review, does it appear that eligibility requirements are applied uniformly; services are provided to all participants equally based on need; outside referrals are made on a non-discriminatory basis; and records are maintained uniformly for all individuals?
7. Do staff interviews confirm the agency's non-discriminatory practices? For example, "Are services and employment provided by agency in a non-discriminatory fashion?" If issues or concerns are indicated, explain.
8. Does the agency have racial, ethnic, gender and disability data regarding staff and service recipients?
9. Are procedures in place for filing discrimination complaints within the agency?
10. Did the agency enter into a subcontract for any of the services performed under this grant contract? If yes, did the subcontract contain a section on non-discrimination?

The monitors or the OCJP Title VI Coordinator use the above information to confirm sub recipient agency compliance and issue a report to each agency. The report either confirms compliance with nondiscrimination requirements including Title VI or notifies the agency of failure to comply. If compliance with nondiscrimination requirements is found to be lacking, the sub recipient agency report states the area of non-compliance, defines the manual and contractual obligations for compliance in that specific area, and requires the filing of a Corrective Action Plan (CAP). After approving a CAP, staff may follow up the next year with another monitoring review to confirm that the corrective action has been put into place.

Compliance Review Monitoring Results

At the beginning of the fiscal year there were no Title VI or Title IX complaints in inventory. OCJP processed five (5) complaints of discrimination. These were handled by the sub recipient agencies. Compliance reviews conducted for F & A involved both onsite reviews and desk-audits, as described earlier. In FY 2019/20 133 OCJP sub-recipients out of 226 (58%) were monitored for compliance with Title VI requirements. There were 12 findings related to Title VI. Findings involved no documentation of Title VI training. The twelve sub-recipients submitted corrective action plans within 30 days of the finding reports. There were no findings related to Title IX during the fiscal year.

Compliance Numbers	Volunteer TN	OCJP	F&A
Number of contracts	23	432	
Total dollar value of contracts	\$4,945,768	\$68,341,820.80	
Number of Post-award reviews conducted/scheduled	10 Contracts 8 Agencies	244 Contracts 133 Agencies	
Dollar value of Post-award reviews conducted	\$1,770,512	\$ 49,912,686.8	
Reviews with findings in the area of Title VI	0	12	
Non-compliance reviews related to Title VI resulting in conditioned or corrective action or the denial of award or judicial or administrative enforcement	0	12	
Reviews with findings in the area of Title IX	0	0	
Non-compliance reviews related to Title IX resulting in conditioned or corrective action or the denial of award or judicial or administrative enforcement	0	0	
Title VI complaints in inventory at beginning of fiscal year	0	0	0
Title VI complaints received during fiscal year	0	5	0
Title VI complaints resolved during fiscal year	0	5	0
Title IX complaints in inventory at beginning of fiscal year	0	0	0
Title IX complaints received during fiscal year	0	0	0
Title IX complaints resolved during fiscal year	0	0	0

ENFORCEMENT – FINDINGS OF NONCOMPLIANCE

F&A recognizes that enforcement with regard to Title VI and Title IX must be, at least, two-fold. Since responsibilities are carried out both through departmental administration and through contracts, enforcement processes must be tailored to each.

Regarding departmental employees, standard state human resources regulations govern and are considered adequate for purposes of enforcement. Nevertheless, this process must be coupled with continuously improving communication directed to supervisors and non-supervisors so that there is a clear priority and accountability process regarding implementation.

Regarding contracts, F&A is committed to maintaining all aspects of contract management at a high, professional level. In doing so, special attention is focused on not only the requirement and encouragement of nondiscrimination policies including Title VI and IX compliance but also its enforcement. Current processes for compliance include attempting to obtain voluntary compliance, taking action to mandate compliance, and seeking termination of federal funding.

OFFICE OF CRIMINAL JUSTICE (OCJP) METHODS OF ADMINISTRATION (MOA) FOR THE DEPARTMENT OF JUSTICE

Methods of Administration (MOA) for ensuring civil rights compliance of sub recipients. Approved May 1, 2019

The Tennessee Office of Criminal Justice Programs (OCJP) ensures civil rights compliance of sub recipients in the following ways.

I. Policy for Addressing Discrimination Complaints

The Tennessee Department of Finance and Administration (F & A), in which the OCJP is located, provides access to civil rights policy on the intranet site, internet site and periodic training to all employees. F & A provides training on the intranet and requires employees to complete the training annually.

The website for the Office of Criminal Justice Programs, Civil Rights section (<https://www.tn.gov/finance/office-of-criminal-justice-programs/ocjp/fa-ocjp-grants/fa-ocjp-civil-rights-compliance.html>) provides information on applicable civil rights laws, as well as links to F & A Civil Rights policies and complaint procedures and forms. Also included is the name and contact info for the OCJP Title VI Coordinator and the Civil Rights Coordinator and Investigator. (See Attachment 1. F&A Civil Rights Complaint Policy and Procedures; Attachment 2. F & A CR Discrimination Complaint form and Attachment 8.F & A Civil Rights Complaint Policy & Form.)

The OCJP provides guidance to sub recipients in the [Office of Criminal Justice Programs Grants Manual](#) (see Attachment 3) and in periodic training. Below is the excerpt from [Chapter XXII. Civil Rights](#) concerning complaints:

DISCRIMINATION COMPLAINTS

1. All sub recipient agencies must have written procedures for responding to complaints alleging unlawful discrimination in employment and the delivery of services or benefits on the basis of race, color, religion, national origin, age, sex, disability or, if the agency is a sub recipient of funds under the Violence Against Women Act of 1994, as amended, sexual orientation or gender identity. The agency policy may provide for discrimination complaints to be forwarded to the F & A Civil Rights Coordinator. Instructions for filing a complaint of discrimination in employment and delivery of services directly with the Department of Finance and Administration (F & A) are on the [OCJP website](#).
2. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly with the Tennessee Human Rights Commission (TNHRC) at <http://www.tn.gov/humanrights/> or by calling **(615) 741-5825, Toll Free: 1-800-251-3589 or Spanish Toll Free Line: 1-866-856-1252**.
3. Agencies or individuals may file complaints of discrimination in employment and the delivery of services or benefits directly with the U.S. Department of Justice, Office of Justice Programs, Office for Civil Rights (OCR). Instructions for filing a complaint may be found on the OCR website at <http://www.ojp.usdoj.gov/about/ocr/complaint.htm>.
4. Agencies should have policies prohibiting discrimination related to employment and procedures for filing complaints. Complaints related to employment may be filed with the Tennessee Human Rights Commission (TNHRC) at <http://www.tn.gov/humanrights/> or with the Equal Employment Opportunity Commission at <https://www.eeoc.gov/employees/charge.cfm>."

OCJP sub recipients are required to notify OCJP of discrimination complaints and findings per Chapter XXII. Civil Rights of the OCJP Grants Manual, section 4.

OBLIGATION TO REPORT DISCRIMINATION COMPLAINT(S) AND FINDING(S) OF DISCRIMINATION

1. In the event of a formal allegation of civil rights discrimination, including those related to employment, OCJP sub recipients must immediately notify the [OCJP Title VI Coordinator](#) by completing the Civil Rights Complaint Notification form (See “**Appendix P - Discrimination Complaint Notification**” in Appendix D of this report) within forty-five (45) days. Sub recipients must report, in writing, the status of any on-going investigations to OCJP. A sub recipient may request exemption or modification of this requirement by submitting a written request to the OCJP Title VI Coordinator.
2. In the event a federal or state court or a federal or state administrative agency makes an adverse finding of discrimination against a sub recipient agency, after a due-process hearing, on the basis of race, color, national origin, religion, or sex, the sub recipient agency **must** send a copy of the finding to OCJP within forty-five (45) days.”

II. Notifying Sub recipients of Civil Rights Requirements

- a. Every sub recipient must submit a Certification of Regulations Compliance signed by the Authorized Official. All applicants for grant funds must include this certification with their application. The certification includes assurance of non-discrimination and the identification of a Civil Rights Coordinator. The potential sub recipient assures and certifies that they comply with all applicable civil rights non-discrimination requirements as set forth in the application packet. In the event that a Federal or State court or Federal or State Administrative agency makes a finding of discrimination after a due process hearing on the basis of race, color, religion, national origin, age, sex, or disability against a sub recipient, the sub recipient is required to forward a copy of such findings to the OCJP. See Attachment 5. FY2018 Civil Rights Certification.
- b. The OCJP contract, which contains the required state contract language, is signed by the sub recipient Agency Authorized Official and includes the following assurance.

“D.10. Nondiscrimination. The Grantee agrees that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Grant Contract or in the employment practices of the Grantee on the grounds of handicap or disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Grantee shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.”

The contract language is governed by the Department of General Services, Central Procurement Office. OCJP has requested and received an exception to include the following language on all contracts involving VAWA funds:

“If the Grantee is receiving funds under the Violence Against Women Act of 1994, as amended, the grantee agrees that, in addition to these classes, no person shall be so excluded based on sexual orientation or gender identity.”

- c. The Office of Criminal Justice Programs website contains a Civil Rights Compliance page <https://www.tn.gov/finance/office-of-criminal-justice-programs/ocjp/fa-ocjp-grants/fa-ocjp-civil-rights-compliance.html> listing all laws and regulations and providing information for compliance with Title VI.

Instructions for filing a discrimination complaint are here:

<https://www.tn.gov/content/tn/finance/office-of-criminal-justice-programs/ocjp/fa-ocjp-grants/fa-ocjp-civil-rights-compliance/f-a-civil-rights-complaint-form-documentation.html>

- d. [Office of Criminal Justice Programs Grants Manual](#) informs sub recipients of nondiscrimination laws and responsibilities in various places. A list with links of all applicable laws, statutes, and policies is provided in [Chapter XXII](#).

III. Monitoring for Compliance with Civil Rights Requirements

- a. The OCJP monitors the compliance of sub recipients with their civil rights obligations under Title VI of the Civil Rights Act of 1964, the Omnibus Crime Control and Safe Streets Act of 1968, the Victims of Crime Act of 1984, the Juvenile Justice and Delinquency Prevention Act of 1974, Section 504 of the Rehabilitation Act of 1973, the Violence Against Women Act of 1994, as amended and other applicable legal authorities that relate to federal financial assistance. Additionally, Title VI/Civil Rights compliance is considered a required monitoring area per [Guidelines from the Tennessee Human Rights Commission](#).
- b. Monitors require the sub recipient to complete an attestation to compliance in all applicable areas including but not limited to: 1) Posting of notices of Nondiscrimination; 2) Development and submission of an Equal Employment Opportunity Plan (EEO) certification; 3) Civil Rights and non-discrimination training; 4) Designation of an Agency Compliance Coordinator; 5) an LEP process and 6) a complaint process. See Attachment 6. Civil Rights Attestation FY 2018.
- c. OCJP uses an annual risk assessment of each sub recipient to determine monitoring schedules. Tennessee Policy 2013-007 states. "All sub recipient contracts must be monitored by the Grantor State Agency at least once every three years. This does not mean that all sub recipient contracts for a term of one year must be monitored. To determine whether sub recipient contracts with a one-year term will be monitored, Agencies should consider risk factors, e.g., the program's complexity, the Sub recipient's prior experience with the same or similar programs, whether the sub recipient has new personnel or substantially changed systems, and the extent and results of any federal awarding agency monitoring."

IV. Training Sub recipients on Civil Rights Requirements

- a. The Office of Criminal Justice Programs (OCJP) provides online [Title VI training](#) and assessment for all staff of grantee organizations. New project directors are required to complete the OCJP training within 90 days of their appointment and annually. In addition, as of 7/1/2018 Project Directors and Civil Rights Compliance Officers will be required to complete OCR training or an equivalent annually. All OCJP sub recipients are required to provide **annual** Title VI training for all employees.
- b. The OCJP Civil Rights Training webpage includes a link to the U.S. Department of Justice, Office of Justice Programs, Office for Civil Rights training videos. As of 7/1/2018 Project Directors will be required to access the OCR training videos annually. Below is the webpage address: <https://www.tn.gov/content/tn/finance/office-of-criminal-justice-programs/ocjp/fa-ocjp-grants/fa-ocjp-civil-rights-compliance/title-vi-compliance-and-training.html>
- c. The Department of Finance and Administration (F & A) provides Civil Rights training to all employees during new hire orientation and online. All OCJP employees were required to complete the online training annually through the Enterprise Learning Management system.

Chapter 13 – PUBLIC NOTICE AND OUTREACH

THRC DIRECTIVES

- A. Provide a description of the agency's methods and procedures for the dissemination of information about the following to the public:

1. Nondiscrimination policy
2. Programs and services
3. Complaint procedures
4. Minority participation on planning boards and advisory bodies

Does the agency utilize minority media? In what instances does the department disseminate information using minority media? Identify what percentage of information disseminated by agency involved minority media.

Does agency interact with minority organizations and communities? Please explain how the department interacts with minority organizations and communities. If there is no interaction with minority organizations and communities, discuss any strategy or policy that the department or agency plans to adopt for the purpose of ensuring minority participation.

- B. Boards and Advisory Bodies

1. List of all internal and external advisory boards or bodies for the department or agency
 - a. Include the goals and duties of the board
 - b. Include the impact of board decisions on the public and agency
 - c. Identify how board members are selected or appointed, and by whom
 - d. For boards where members are appointed, indicate whether the appointment is by virtue office or if members of the public may be appointed
 - e. Describe how information about board vacancies is disseminated to the public. Indicate if a list of board and/or advisory bodies is published, and if so, where
 - f. The total number of persons on any planning or advisory board
 - g. Ethnic/racial (e.g., African- American, Native American, Asian, Hispanic, etc.) composition of each board/advisory body
 - h. Percentage of minority representation
2. If there is no minority representation on a planning/advisory board, discuss any strategy or policy that the department or agency plans to adopt for the purpose of ensuring minority participation

- C. Documentation of minority input

1. A description of where and/or when minority input is solicited by the agency, and how this input is documented. If there is no documentation of minority input, discuss any plans to correct this issue
2. A list of the methods used by the department or agency to inform the public about the process for obtaining grants or bidding on contracts of which the agency has oversight.

This section should also describe any methods utilized by subrecipients distinct from those of the agency.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

OUTREACH

Because F&A does not provide direct services to clients, the primary aspect of this responsibility to be undertaken with respect to Title VI and Title IX is that of notifying public and non-profit agencies of the availability of opportunities for contracts and grant funds. Notices of availability of funding are disseminated through the media

and posted on the department's website. OCJP and Volunteer Tennessee post their grant opportunities on their websites:

<https://www.tn.gov/finance/office-of-criminal-justice-programs.html>

<https://www.tn.gov/volunteer-tennessee/vt-funds.html>.

It should also be noted, however that as discussed further below, all service providers awarded grants or contracts are required to ensure that appropriate outreach to program beneficiaries is undertaken as appropriate. OCJP offers an on-line administrative manual for sub recipients which are updated annually with sub recipients receiving updates in the form of a memo for any significant mid-year changes. Furthermore, F&A provides any and all information sent from the Federal Government -- brochures, manuals, directives, memos, and the like -- directly to sub recipient agencies, who in turn provide this information to the consumers/clients of their federally funded projects. Such efforts are monitored in the monitoring site visit. Monitors routinely discuss Title VI/Title IX compliance with sub recipient agencies and contract vendors.

OCJP Grant Notification process:

Grants will be awarded to State, Local Government, Non-profit Organizations, and/or the University of Tennessee or a Board of Regents college or university. Availability of funds will be made known to eligible organizations and/or agencies by the State of Tennessee by means of a posting of the solicitation on the OCJP website or electronic mail (Email) from the Department of Finance and Administration, Office of Criminal Justice Programs. Applications are completed on-line on the website. Throughout the application process, technical assistance is available related to application requirements.

OCJP Grant Award Process:

Each application will be rated, utilizing a "weighted" review tool, based on the applicant agency's ability to provide a logical description of how their project theoretically works to benefit the target group. The project description must tie goals, activities, outputs, and outcomes together in a logical fashion. Applications will be reviewed for financial and programmatic completeness by OCJP staff with expertise in grant requirements and program design. The applications will be rated, and funding will be determined through a competitive review process by a review team of professionals knowledgeable in applicable subject material. Grants will be awarded based on current funding patterns, the availability of funds, and the above cited criteria.

NOTIFICATIONS

F&A must take appropriate steps to communicate the Title VI and Title IX Policy and Issues Resolution Process throughout the entire Department of Finance and Administration, its sub-recipients, vendors and the general public. The following are methods that are currently used as well as others that the department will use to communicate the Title VI and Title IX Policy and information about the Issues Resolution Process.

Employee Notification

The Department of Finance and Administration Employee Orientation Training Session offered by the Human Resources Office (HRO) briefly addresses the policy and the issues resolution process. Every newly hired F&A employee, during an orientation session, usually conducted on the first day of work, receives an employee manual, which contains the policy, forms and complaint procedures related to both Title VI and Title IX.

In addition, the information, as well as the most recent plan itself, can be found on the Department of Finance and Administration Website. Policy, procedures and forms are on the internet (<https://www.tn.gov/finance/looking-for/policies.html>) with links from the Employee Information page. The report itself is on the department's public website.

The policy as well as notification about the issues resolution process is posted in conspicuous places throughout department workspaces.

Occasionally, during periodic organizational employee improvement retreats, the policy is further discussed and explained, and any results of efforts discussed.

Service Provider/Sub recipient Notification

All grants/contracts with Sub recipients of federal funds currently must include language which stipulates that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the delivery of the program for which the funds will be used or in the employment practices of the sub recipient on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee state constitutional, or statutory law.

Sub recipients have received information from the grantor division detailing the Title VI and Title IX policy and stipulating that cooperation and support are expected.

Sub recipients will be expected to develop a Title VI and Title IX plan and a complaint resolution process to govern the program(s) for which the funds will be used.

The national eGrants application system for AmeriCorps includes a survey on ensuring equal opportunity for applicants. While Tennessee does not have access to that data, if we were out of compliance, presumably we would be contacted.

Each application for funds must include a written assurance that the program(s) for which the funds will be used will be carried out in a manner so as to comply with Title VI and Title IX requirements.

All Sub recipients shall designate those responsible for handling Title VI and Title IX compliance and complaint resolution.

Public Notification

The Title VI and Title IX policy and issues resolution process is available on the Department of Finance and Administration Website <https://www.tn.gov/finance/looking-for/policies.html>.

All Sub recipients and service providers are required to post notices of the Title VI and Title IX policy and their issues resolution process in a conspicuous location available to the general public.

Internal and External Planning or Advisory Boards

Several internal and external planning or advisory bodies influence the operations of various divisions of F&A. Below is a list of those bodies, the F&A division to which they are attached, the makeup of the bodies, and descriptions of how the members are chosen.

Benefits Administration

Benefits Administration currently has no formal process for collecting information about minority representation on the committees associated with their operations. Minority representation described below is based on staff observation.

State Insurance Committee

There are 11 members, composed of eight males (72.7%) and three females (27.3%). When either of the two Constitutional Officers is unable to attend Committee meetings, one designee is a Caucasian male and the other is a Caucasian female.

The State Insurance Committee composition is dictated by TCA 8-27-201. This TCA dictates that the Board be comprised of:

- Commissioner of Human Resources
- State Treasurer
- Commissioner of Commerce and Insurance
- Comptroller of the Treasury
- Commissioner of Finance and Administration
- Chair of the Senate Finance, Ways and Means Committee
- Chair of the House of Representatives Finance, Ways and Means Committee
- A member to be appointed by the Board of Directors of the Tennessee State Employees Association
- Three state employees
 - Two of the state employees shall be selected in accordance with a procedure adopted by the State Insurance Committee. The two state employees have been selected by a vote of State employees.
 - One state employee shall be an employee of either the University of Tennessee or the State University and Community College System selected under a procedure developed by the Tennessee higher Education Commission and approved by the State Insurance Committee.
- At the time of this report, the committee was composed of 27% African American members (3 of 11) and 73% Caucasian members (8 of 11).

Local Education Committee

The Committee consists of nine members. Currently, there is one vacancy on the Committee. Of the eight filled Committee positions, there are five males (63%) and three females (37%). Seven committee members are Caucasian, and one is African American. When either of the two Constitutional Officers is unable to attend Committee meetings, one designee is a Caucasian male and the other is a Caucasian female.

The Commissioner of Education has a female designee, who attends the meetings in her place.

The Local Education Committee composition is dictated by TCA 8-27-301. This TCA dictates that the Board be comprised of:

- The Governor or the Governor may designate the Commissioner of Education
- A representative of local school boards to be selected by the Tennessee Schools Boards Association
- State Treasurer
- Commissioner of Commerce and Insurance
- Comptroller of the Treasury
- Commissioner of Finance and Administration
- Two (2) teachers appointed by the speaker of the senate and one (1) teacher appointed by the speaker of the house of representatives to represent the three grand divisions
- The Department of Finance and Administration shall encourage minority membership among appointments, though has but one authorized appointment.

Local Government Committee

There are five members all of whom are male Caucasians. When either of the two Constitutional Officers is unable to attend Committee meetings, one designee is a Caucasian male and the other is a Caucasian female.

The composition of the Local Government Committee is dictated by TCA 8-27-701. This TCA dictates that the Board be comprised of:

- Commissioner of Finance and Administration
- Comptroller of the Treasury
- State Treasurer
- A member to be appointed by the Tennessee Municipal League
- A member to be appointed by the Tennessee County Services Association
- The Department of Finance and Administration shall encourage minority membership among appointments, though has but one authorized appointment.

Volunteer Tennessee

Volunteer Tennessee Board

Volunteer Tennessee has 25 board members who are appointed by the Governor. There are currently 7 African American (28%) members and 1 Native American (4%) member for a total of 32% minority representation. Fifteen (15) board members are female (60%), and 10 are male (40%).

The Volunteer Tennessee Board was created by Executive Order #55 by Governor McWherter, and reconstituted by Executive Order #42 by Governor Bredesen, as authorized less than 42 USC, Sec. 12638.

Office of Criminal Justice Programs

Family Violence Advisory Committee

This seven (7) member committee established by TCA 71-6-203 reviews all program criteria adopted by the department and advises the commissioner relative to the allocation of funds. Members are appointed by the Commissioner with one being a former client of a family violence shelter, and one nominated by the Tennessee Coalition to End Domestic and Sexual Violence. Of the current members, all are female, and one is a minority equating to 14% minority representation.

Sexual Assault Program Advisory Committee

This five-member committee established in 2003 by TCA 71-6-303 reviews all program criteria adopted by the department and advises the commissioner relative to the allocation of funds. The funds are required to be distributed statewide with the exclusive purpose of funding sexual assault services. Each committee member shall be selected for a four-year term and may be selected to serve successive terms. The Committee is currently comprised of three local experts in the sexual assault field, one from each grand division of the state. One member is the Executive Director of the Tennessee Coalition to End Domestic and Sexual Violence. The final member is required to be a sexual assault survivor. Of the current members, 5 are female (100%). Within the criteria outlined above, racial and ethnic diversity on the committee is desired/encouraged.

Race/Gender: White Female - 100% (5 members)

Domestic Violence Coordinating Council

The Goals of the Domestic Violence State Coordinating Council are to:

- Increase the awareness and understanding of domestic and family violence and its consequences
- Reduce the incidence of domestic and family violence within the state through the creation and dissemination of model policies and training curricula for law enforcement and the courts
- Certification and monitoring of court-ordered batterer's intervention programs.
- Pursuant to Tenn. Code Ann. § 38-12-103, the membership of the Council consists of the Commissioner of Labor and Workforce Development; Attorney General and Reporter; Director of the Administrative Office of the Courts; Executive Director of the District Public Defenders Conference; Executive Director of the Tennessee Association of Criminal Defense Lawyers; Executive Director of the District Attorneys General Conference; President of the Tennessee

Sheriffs' Association; President of the State Court Clerks Conference; President of the Tennessee Chiefs of Police Association; Executive Director of the Tennessee Coalition to End Domestic and Sexual Violence; Executive Director of the Peace Officers Standards and Training Commission; four judges; two members of the General Assembly; four members appointed by the Coalition; one legal services attorney; one victim witness coordinator; Chair of the Board of Probation and Parole; and one Probation and Parole Officer. The Council also appoints additional members that assist the Council in fulfilling its duties. There are currently 23 members, 3 are African American females and 20 are white of which 12 are female. This reflects 13% racial minority membership on the Council.

State Building Commission

The State Building Commissions is created by TCA 4-15-101 and composed of seven (7) ex officio members: the Governor, the Secretary of State, the Comptroller of the Treasury, the State Treasurer, the Commissioner of Finance and Administration, and the Speakers of the Senate and the House of representatives. For FY2015, there was no minority representation on the Commission. All seven members are white males. The Department of Finance and Administration has no authority to appoint Commission Members.

General Counsel

Protest Committee

The Review Committee no longer exists because of a change in statute. Its successor, which is known as the Protest Committee (established in T.C.A. 4-56-103) is established to hear protests related to state procurements but does not have any other policymaking authority. The members of the Protest Committee are the Commissioner of F&A, the Commissioner of General Services, and the Treasurer, or their designees. All members are white males. The Department of Finance and Administration has no authority to appoint members

SAMPLE PUBLIC NOTICES OF CONTRACT AND GRANT OPPORTUNITIES

Volunteer Tennessee will accept applications from agencies proposing new and continuation AmeriCorps programs for the 2019-20 program year. Non-profit organizations and government agencies in Tennessee are eligible to apply for funds to operate local AmeriCorps programs that meet locally identified needs in the areas of disaster services, economic opportunity, education, environmental stewardship, healthy futures, and veterans and military families. See below for detailed information on the AmeriCorps funding process.

- 2019 Volunteer Tennessee AmeriCorps State - Notice of Funding Opportunity, Mandatory Supplemental Guidance, and Application Instructions
- 2019 AmeriCorps Application Instructions
- 2019 Performance Measure Instructions
- Logic Model Worksheet
- Sample Cost Reimbursement Budget
- Is My Organization Ready? - assess your organization's capacity to host an AmeriCorps program.
- AmeriCorps State and National 2019 Evidence Checklist
- 2019 NOFO Evidence Quality and Evaluation Capacity Standards Resource

Contact Daniel Sparkman, AmeriCorps Program Manager, at Daniel.Sparkman@tn.gov to be added to the public announcement list.

The language regarding eligible applicants included in the Notice of Funding Opportunity is as follows:

The following Non-Federal entities (as defined in 2 CFR §200.69) who have DUNS numbers and are registered in System for Award Management (SAM) are eligible to apply:

- Indian Tribes (2 CFR §200.54)
- Institutions of higher education (2 CFR §200.54)
- Local governments (2 CFR §200.64)
- Nonprofit organizations (2 CFR §200.70)
- States (2 CFR §200.90)

Organizations that propose to operate solely within Tennessee must apply through Volunteer Tennessee. A single state application submitted directly to CNCS by the applicant rather than through Volunteer Tennessee will be considered noncompliant and will not be reviewed. Organizations that propose to operate in more than one state must apply through CNCS.

New Applicants

CNCS and Volunteer Tennessee encourage organizations that have not received prior funding from CNCS to apply. Volunteer Tennessee's general practice is to award no more than 20 member positions (slots) to organizations receiving an AmeriCorps grant for the first time.

New Competitive applicants are eligible to apply for Cost Reimbursement and Education Award Program (EAP) grants but are not eligible to apply for Full-Time Fixed Amount grants. Existing sub grantees/operating sites of Fixed Amount and Cost Reimbursement grantees who can demonstrate a successful history and current capacity to manage a Fixed Amount grant are considered to have AmeriCorps experience and therefore can apply for Fixed Amount grants. See Mandatory Supplemental Guidance for more information.

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AMERICORPS ENROLLMENT FORM

Corporation for
**NATIONAL &
COMMUNITY
SERVICE**

Completion of this form is required to enroll an AmeriCorps member in the National Service Trust, making the member eligible for an education award upon successful completion of his or her term of service. It also provides the Corporation for National and Community Service with basic demographic data.

DIRECTIONS TO MEMBER:

1. Use blue or black ink.
2. Print clearly.
3. Please complete and sign Part 1 and Part 2.
4. Return the completed form to your **Program Director**.

PART 1 Member: Please Complete and Sign

1. **Name** _____
Last _____ First _____ MI _____
2. **Date of Birth** _____
Month _____ Day _____ Year _____
3. **Social Security Number** _____
4. **Citizenship Status** ☐ I am a U.S. Citizen or National * ☐ I am a Lawful Permanent Resident Alien of the United States **
*Citizens of the US include persons born in Puerto Rico, Guam, the US Virgin Islands, and the Northern Mariana Islands. Nationals of the US include persons born in American Samoa, including Swains Island.
**Generally, you are a Lawful Permanent Resident Alien of the US if you are a US permanent resident with (i) a Permanent Resident Card, INS Form I-551; (ii) an Alien Registration Receipt Card, INS Form I-551, (iii) a passport indicating that the INS has approved it as temporary evidence of lawful admission for permanent residence; or (iv) an I-94 indicating that the INS has approved it as temporary evidence of lawful admission for permanent residence. NOTE: A student visa does not confer eligibility to enroll in an AmeriCorps program.
5. **High School Status:** ☐ I have received a high school diploma or its equivalent
OR
☐ I agree to obtain a high school diploma or its equivalent before using my education award, and I did not drop out of elementary or secondary school to enroll in the program.
6. **Males 18-26 years old not yet registered with the Selective Service System:** If you would like the Corporation for National and Community Service to provide the information on this page to the Selective Service System so that the agency may register you, please check this box. ☐
7. **Current Address** (All information will be sent to you at this address until you notify the Corporation of a change of address.)
Number and Street _____
City _____ State _____ Zip Code _____
Email Address _____
Home Phone _____ Business Phone _____ Ext _____
8. **Permanent Address** (Name and address of person through whom you can always be reached once you leave the program.)
Last _____ First _____ MI _____
Number and Street _____
City _____ State _____ Zip Code _____
Email Address _____
Home Phone _____ Business Phone _____ Ext _____
9. Have you ever previously enrolled in an AmeriCorps program? No ☐ Yes ☐. If Yes, how many times: _____
10. Have you ever been released 'for cause' from a term of service by this or any other AmeriCorps program? No ☐ Yes ☐.

By signing this enrollment form I agree, if asked, to provide information to verify the accuracy of my completed form. I understand that a knowing and willful false statement on this form can be punished by one or more of the following: a fine or imprisonment or both under Section 1001 of Title 18, U.S.C., exclusion from participation in federal programs, and forfeiture of benefits I may receive as a result of my enrollment or other actions authorized by the Civil Fraud Remedies Act.

Member's Signature _____

Date _____

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PART 2**Member: Please Answer the Following Questions**

1. What is your gender?
 - ☐ Female
 - ☐ Male
2. Are you registered to vote?
 - ☐ Yes
 - ☐ No
 - ☐ Not sure
 - ☐ Not eligible
 - ☐ Prefer not to respond
3. (Optional) Which of the following categories best describes your racial or ethnic origins? (Mark one or more from A and one from B)
 - A. Race**
 - ☐ American Indian or Alaska Native
 - ☐ Native Hawaiian or Other Pacific Islander
 - ☐ Black or African American
 - ☐ White
 - ☐ Asian
 - ☐ Other
 - B. Ethnicity**
 - ☐ Hispanic origin
 - ☐ Not of Hispanic origin
4. Which one of the following best describes your marital status?
 - ☐ Single, never married
 - ☐ Married, living with husband/wife
 - ☐ Married, not living with spouse/legally separated
 - ☐ Widowed
 - ☐ Divorced
 - ☐ Prefer not to respond
5. What is the highest level of education you have completed?
 - ☐ Less than high school completed
 - ☐ GED
 - ☐ High school graduate
 - ☐ Technical school/apprenticeship/vocational
 - ☐ Some college
 - ☐ Associates degree (AA)
 - ☐ College graduate
 - ☐ Some graduate school
 - ☐ Graduate degree
 - ☐ Professional degree (medical, law)
6. Do you have a disability?
 - ☐ Yes (Specify: _____)
 - ☐ No
 - ☐ Prefer not to respond
7. Are you a veteran of the United States Armed Forces?
 - ☐ Yes
 - ☐ No
8. What are the two most important reasons why you decided to join this program?
 - ☐ To get an education award
 - ☐ To help other people/perform a community service
 - ☐ To be part of a national movement
 - ☐ To get a job/earn money
 - ☐ Friends have joined
 - ☐ To make friends
 - ☐ To learn about or work with different ethnic/cultural groups
 - ☐ Parents/teachers wanted me to join
 - ☐ To explore future job/education interests
 - ☐ To get involved in health issues
 - ☐ To get involved in education issues
 - ☐ To get involved in environment issues
 - ☐ To get involved in public safety issues
 - ☐ Other (Specify: _____)
9. How did you hear about this program? (Mark all that apply.)
 - ☐ Article
 - ☐ Advertisement in a newspaper/magazine
 - ☐ Guidance counselor/teacher
 - ☐ Parent/relative
 - ☐ Current or former AmeriCorps Member
 - ☐ Friend told me/friend applied
 - ☐ TV commercial
 - ☐ Radio commercial
 - ☐ The internet
 - ☐ AmeriCorps recruiter/representative
 - ☐ Received information in the mail
 - ☐ AmeriCorps program poster
 - ☐ Other (Specify: _____)
10. Privacy Act Information Release
 - ☐ Yes, I give the Corporation for National and Community Service permission to release my name, address, email and telephone number to the AmeriCorps alumni association.

Public reporting burden -- Estimated time to complete this form, including time for reviewing instructions and gathering and providing the information needed to complete the form, is 3 minutes for the Member section and 4 minutes for the Certifying Official section. Send comments regarding this burden or the content of this form to: Corporation for National and Community Service, National Service Trust, 1201 New York Avenue, NW, Washington, DC 20525. The Corporation informs the potential persons who are to respond to this collection of information that such persons are not required to respond to the collection of information unless it displays a currently valid OMB control number on this page of the form (see 5CFR 1320.5(b)(2)(1)).

Privacy Statement -- In compliance with the Privacy Act of 1974, the following information is provided: The collection of this information is authorized by the provisions of the National and Community Service Act as amended by the National and Community Service Trust Act of 1993. The primary purpose of the information is to obtain from AmeriCorps program representatives their data to successfully enroll a member in a term of service and the education award program. The evaluative information will help the Corporation improve its programming and services to members. Information may also be provided to federal, state, and local agencies for law enforcement purposes. Information will not otherwise be disclosed outside the Corporation without written permission. The Internal Revenue Service has determined that the education award is taxable in the year it is used. Your Social Security Number (SSN) is solicited under the authority of the Internal revenue Code (28 U.S.C. 6011© and 6109) for use as a taxpayer identification number. Failure to disclose the SSN or any other information may result in a denial of your receiving an education award or it may delay the processing of your education award. In furtherance of the Corporation's efforts to ensure that the programs are inclusive of persons with disabilities, your Social Security Number may be released to the Social Security Administration to measure aggregate statistical data on the number of AmeriCorps members receiving disability-based benefits. If you do not wish your personal information to be included in this research, mark "prefer not to respond" under question 6.

OMB Approval No.: 3045-0006 Expires 07/31/2010

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Member Social Security Number _____

DIRECTIONS TO CERTIFYING OFFICIAL:

1. Use blue or black ink.
2. Please complete and sign Part 3.
3. Print clearly.
4. If you are using WBRS or eSPAN, please provide the form to whoever enters data into that database for your program.

PART 3

Certifying Official: Please Complete and Sign

This section must be signed by an authorized certifying official. The program must designate certifying officials.

1. Type of Enrollment (Mark only one.)

- ☐ Full-time (1700 hours per year or 365 days for VISTA)
- ☐ Half-time (900 hours in up to 2 years)
- ☐ Reduced half-time 675 hours
- ☐ Quarter time 450 hours
- ☐ Minimum time/Summer 300 hours

2. Is the member enrolling in an AmeriCorps education award only position (i.e. received no Corporation-funded living allowance or benefits)?

- ☐ Yes
- ☐ No

3. Will the member receive a living allowance?

- ☐ Yes
- ☐ No

4. Date of Enrollment: _____

mm/dd/yyyy

5. Type of Program

- ☐ AmeriCorps National Direct
- ☐ AmeriCorps State
- ☐ AmeriCorps Tribe
- ☐ AmeriCorps Territory
- ☐ AmeriCorps National Civilian Community Corps
- ☐ AmeriCorps Education Award Program
- ☐ AmeriCorps Promise Fellows
- ☐ AmeriCorps America Reads
- ☐ AmeriCorps Governor's Initiative
- ☐ Other (Specify): _____

6. Program Information

Name of Program or AmeriCorps NCCC Campus _____

Operating Site I.D. Number _____

Number and Street _____

City _____ State _____ Zip Code _____

Business Phone _____ Ext _____

Signature of Certifying Official _____ **Date** _____

Name of Certifying Official (Please Print): _____

I understand that a knowing and willful false statement on this form can be punished by a fine or imprisonment or both under Section 1001 of Title 18, U.S.C.

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Chapter 14 – Compliance Reporting

THRC DIRECTIVES

Please provide the following:

- A. A list of any federal or state departments/agencies (other than THRC) to which the department or agency furnishes or shares Title VI compliance reports
- B. List of any and all federal reporting requirements for which the state department or agency is responsible. Cite the applicable Code of Federal Regulations (CFR) citation and/or federal departmental circular that governs each program, activity or federal funds
- C. List any Title VI related audits or reviews the agency received from a federal or state monitoring agency, including the THRC. Include all findings and any corrective action measures to which the agency must comply.

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

In addition to the Tennessee Human Rights Commission, the Department of Finance & Administration has traditionally provided its Title VI/IX Implementation Plan and Compliance Review to the Division of State Audit, Comptroller of the Treasury, in addition to posting on the Department's website. Also, Central Procurement Office Policy 2013-007 requires that state agencies and departments with sub recipient relationships address through their monitoring activities all requirements of Title VI of the Civil Rights Act of 1964. In addition, any reports resulting from monitoring activities shall be distributed to the sub recipient entity, as well as the Comptroller of the Treasury, Division of State Audit, and a copy retained by the state agency or department conducting the monitoring review.

No F&A recipients of federal funds that have sub recipient relationships are required to report on Title VI to any other federal or state agencies. However, as a recipient of Department of Justice grant funds any adverse findings of discrimination against a sub recipient of these funds must be reported to the Department of Justice, Office of Justice Programs, Office for Civil Rights.

F&A did not have any Title VI audits or reviews, including THRC, for this reporting period.

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Chapter 15 – EVALUATION PROCEDURES

THRC DIRECTIVES

Provide a plan or description of how the agency:

- A. Evaluates access to its programs and activities by beneficiaries, including minorities. Include any metrics, controls or program evaluations, if applicable
- B. Compares the quality of services after the data in section 9 is collected
- C. Will address any Title VI Compliance deficiencies and/or ways to enhance overall compliance
- D. Provide a timeline for meeting the above plans

DEPARTMENT OF FINANCE & ADMINISTRATION RESPONSE

While F&A made improvements in Title VI implementation in FY2016, we recognize that watching for further improvements will always be needed and we continue improvement efforts with regard to employee and sub recipient training. F&A began its current Title VI training initiative in June 2013. The department's Title VI Coordinator developed a Title VI training presentation covering the essential elements of Title VI that apply to all department staff members. This presentation was established as an on-line training. 100% of the employees in F&A were enrolled in Edison for this course and also notified by e-mail to complete the course. Edison tracks the completion of all training setup in this manner. We also established a policy to include this training as part of employee orientation to have each new employee enrolled within 2 weeks of beginning employment with F&A. All new and transferring to F&A employees complete this training as part of the orientation session. Moving forward, the department plans to continue to strengthen the training and tracking mechanisms of its training program as guidance is received from the Tennessee Human Rights Commission.

Regarding sub-recipients, compliance reviews by F&A involved both onsite reviews and desk-audits, as described earlier. In FY 2019/20, 133 OCJP sub-recipients out of 226 (58%) were monitored for compliance with Title VI requirements. There were twelve (12) findings related to Title VI. Corrective action plans were submitted within 30 days of the finding reports.

At this time, the Department of Finance and Administration does not have any forms that are being translated and provided from the department to others. The only items that we have translated are documents that we receive from outside of the state in a foreign language and we have translated to English for our use. If we have need for translator services, we make use of the State's Avaza contract services.

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EmplID	Employee Name	Completion DT	Confirmation	Organization
00547988	Collins, Mark	2/18/2020	5156448	Strategic Technology Solutions
00146754	White, Vanessa	2/18/2020	5156319	Accounts
00148273	Smith, James	2/18/2020	5156313	Strategic Technology Solutions
00538037	Gattoju, Ramya sree	2/18/2020	5156780	Strategic Technology Solutions
00493674	Pulley, Travis	2/18/2020	5156612	Benefits Administration
00522440	Moore, Patrick	2/18/2020	5156536	Strategic Technology Solutions
00493018	Coble, Matthew	2/18/2020	5154918	Strategic Technology Solutions
00483387	Coil, Cathy	2/18/2020	5154897	Accounts
00424899	Franklin, James	2/18/2020	5155939	Strategic Technology Solutions
00143753	Cole, Ronald	2/18/2020	5156201	Strategic Technology Solutions
00379870	Bingemer, Angela	2/18/2020	5155537	Strategic Technology Solutions
00370148	Coleman, James	2/18/2020	5155508	Strategic Technology Solutions
00542963	Spears, Joshua	2/18/2020	5156594	Accounts
00102663	Kimmell, Jeffrey	2/18/2020	5154759	Strategic Technology Solutions
00468321	James, Ruby	2/18/2020	5156032	Accounts
00401854	Hicks, Jennifer	2/18/2020	5155717	Office of Criminal Justice Program
00390422	Kulkarni, Ayub	2/18/2020	5155601	Strategic Technology Solutions
00530715	Pecoraro, Doreen	2/18/2020	5156135	Accounts
00429969	Lancaster, Kelly	2/18/2020	5156049	Administration
00141456	Pearson, Jennifer	2/18/2020	5156102	Accounts
00500659	Comm, David	2/18/2020	5154901	Strategic Technology Solutions
00154560	Paxton, Bryan	2/18/2020	5154874	Strategic Technology Solutions
00544313	Bartley, Larry	2/18/2020	5156743	Strategic Technology Solutions
00513132	Larcom, Theresa	2/18/2020	5156589	Strategic Technology Solutions
00474346	Williamson, Chad	2/18/2020	5154997	Benefits Administration
00143996	Patterson, Katie	2/18/2020	5156562	Strategic Technology Solutions
00544772	Laury, Kevin	2/18/2020	5156700	Strategic Technology Solutions
00127743	Kharats, Naum	2/18/2020	5155729	Accounts
00497876	Roberts, George	2/18/2020	5156826	Strategic Technology Solutions
00547079	Wakefield, Ana	2/18/2020	5156407	Accounts
00546211	Vuppala, Suhasini	2/18/2020	5156451	Strategic Technology Solutions
00397395	Hailemariam, Seyoum	2/18/2020	5155690	Accounts
00156054	Hana, Adel	2/18/2020	5155035	Accounts
00549026	Scott, Lisa	2/18/2020	5156820	Strategic Technology Solutions
00537322	Sadler, William	2/18/2020	5156656	Strategic Technology Solutions
00534802	Gyamfi, George	2/18/2020	5156475	Strategic Technology Solutions
00452734	Harmon, Dennis	2/18/2020	5154965	Accounts
00454596	Russell, Christie	2/18/2020	5154991	Accounts
00528422	Grollman, Matthew	2/18/2020	5156630	Accounts
00481089	Venable, Brandon	2/18/2020	5156023	Accounts
00128399	Gregory, Michael	2/18/2020	5156056	Strategic Technology Solutions
00402927	Eman, Gerges	2/18/2020	5155708	Accounts
00163916	Graves, Jamie	2/18/2020	5155256	Benefits Administration
00518850	Smith, Cameron	2/18/2020	5156838	Strategic Technology Solutions
00117909	Brown, Barbara	2/18/2020	5155326	Accounts
00518651	Van Dyk, Jonathan	2/18/2020	5156791	Accounts
00132575	Brandmeir, Seannalyn	2/18/2020	5155740	Benefits Administration
00154066	Webb, James	2/18/2020	5155013	Strategic Technology Solutions
00532686	Hull, Julia	2/18/2020	5154736	Accounts
00514520	Ottis, MacCayla	2/18/2020	5156692	Accounts
00479188	Bradley, Allen	2/18/2020	5156021	Accounts
00159291	Simpson, Charles	2/18/2020	5155172	Strategic Technology Solutions
00101533	Isaac, Reda	2/18/2020	5156291	Accounts
00123103	Reed, Marianne	2/18/2020	5155560	Accounts
00123523	Sledge, Glenn	2/18/2020	5155490	Administration
00488476	Townsend, Brian	2/18/2020	5154891	Strategic Technology Solutions
00126734	Herring, Robert	2/18/2020	5155641	Strategic Technology Solutions
00103103	Martin, Tracy	2/18/2020	5153831	Strategic Technology Solutions
00109079	Corricelli, Mikel	2/18/2020	5155221	Accounts
00141476	Zaki, Febe	2/18/2020	5156104	Accounts
00118267	Tesfaye, Alemayehu	2/18/2020	5155459	Strategic Technology Solutions
00142546	Davidson, Richard	2/18/2020	5156183	Strategic Technology Solutions
00515461	Altom, Zachary	2/18/2020	5154910	Strategic Technology Solutions
00495314	Denton, Joe	2/18/2020	5156571	Strategic Technology Solutions
00538041	Sutariya, Hiralben	2/18/2020	5156781	Strategic Technology Solutions
00506993	Liu, Qingdu	2/18/2020	5154887	Strategic Technology Solutions
00351897	Craig, Susannah	2/18/2020	5155356	Benefits Administration
00375718	Enfinger, Stephen	2/18/2020	5155529	Strategic Technology Solutions
00549398	Wortham, Tyler	2/18/2020	5156454	Strategic Technology Solutions
00103227	Eaton, Joseph	2/18/2020	5154938	Accounts

EmplID	Employee Name	Completion DT	Confirmation	Organization
00124762	Maynard, Trena	2/18/2020	5155656	Strategic Technology Solutions
00489188	Balasubramanian, Latha	2/18/2020	5156455	Strategic Technology Solutions
00457767	Yoquelet, Roy	2/18/2020	5155779	Accounts
00478030	Anderson, John	2/18/2020	5156026	Accounts
00412747	Allen, Thomas	2/18/2020	5155947	Accounts
00473195	Yates, Kevin	2/18/2020	5155790	Strategic Technology Solutions
00528440	Alexander, Charlotte	2/18/2020	5156631	Accounts
00448484	Winn, Michael	2/18/2020	5156176	Strategic Technology Solutions
00432272	Davis, Steven	2/18/2020	5156045	Administration
00549589	Patel, Beena	2/18/2020	5156521	Strategic Technology Solutions
00497131	Wilson, Terence	2/18/2020	5156767	Strategic Technology Solutions
00533579	Parker, Earl	2/18/2020	5156671	Accounts
00153963	Cordell, Michael	2/18/2020	5155010	Strategic Technology Solutions
00140343	Tarkington, Kennard	2/18/2020	5154761	Strategic Technology Solutions
00513500	Park, Calvin	2/18/2020	5154906	Strategic Technology Solutions
00135830	Evans, LaTonya	2/18/2020	5156842	Strategic Technology Solutions
00158441	Tarassod, Marzieh	2/18/2020	5155124	Strategic Technology Solutions
00162362	Bacolod, Reynaldo	2/18/2020	5154779	Strategic Technology Solutions
00160039	Parikh, Jatin	2/18/2020	5155122	Accounts
00549800	Estany, Michael	2/18/2020	5154737	Strategic Technology Solutions
00114086	Lewis, Jennifer	2/18/2020	5155243	Accounts
00151053	Goins, Mary	2/19/2020	5156055	Accounts
00122582	Shoop, Mark	2/19/2020	5155484	Strategic Technology Solutions
00123078	Tamble, Richard	2/19/2020	5155557	Accounts
00117201	Hall, Von	2/19/2020	5155370	Strategic Technology Solutions
00456583	Dodd, Cameron	2/19/2020	5154966	Budget
00100930	Hamilton, Sandi	2/19/2020	5156275	Accounts
00538016	Goode, Lonnie	2/19/2020	5156775	Strategic Technology Solutions
00549163	Delander, Brady	2/19/2020	5156452	Benefits Administration
00415419	Allen, Carrie	2/19/2020	5155831	Accounts
00164213	Hamm, Kathleen	2/19/2020	5155275	Accounts
00102374	Do, Anh Vu	2/19/2020	5156301	Strategic Technology Solutions
00525186	Goode, Jonathan	2/19/2020	5156349	Accounts
00123343	Day, Patsy	2/19/2020	5154967	Office of the Inspector General
00120136	Gordon, Takashi	2/19/2020	5155389	Benefits Administration
00105231	Grady, Suzanne	2/19/2020	5154963	Accounts
00135052	Graham, Edwin	2/19/2020	5155848	Strategic Technology Solutions
00464073	Gross, Anthonie	2/19/2020	5155684	Strategic Technology Solutions
00547351	Gupta, Swati	2/19/2020	5156817	Strategic Technology Solutions
00128790	Greene, Lawayna	2/19/2020	5155661	Office of the Inspector General
00142447	Guo, Aiming	2/19/2020	5156180	Strategic Technology Solutions
00158595	Dickey, John	2/19/2020	5155176	Strategic Technology Solutions
00413790	Shaker, Gina	2/19/2020	5154740	Accounts
00512794	Sievin, Todd	2/19/2020	5156344	Strategic Technology Solutions
00419774	Griswold, Andrew	2/19/2020	5155930	Strategic Technology Solutions
00150087	Dixit, Ravi	2/19/2020	5154851	Strategic Technology Solutions
00393723	Sovine, Tracey	2/19/2020	5155611	Accounts
00113386	Stewart, James	2/19/2020	5155292	Strategic Technology Solutions
00548872	Fox, Aaron	2/19/2020	5156856	Strategic Technology Solutions
00117901	Stephens, William	2/19/2020	5155325	Strategic Technology Solutions
00507187	Fowler, Archie	2/19/2020	5154914	Strategic Technology Solutions
00545659	Steepe, Carolyn	2/19/2020	5156480	Accounts
00548097	Forrest, Page	2/19/2020	5156446	Budget
00123549	Erian, Mary	2/19/2020	5155491	Accounts
00536839	Slate, Brittany	2/19/2020	5156435	Accounts
00486412	Sathya Nair, Shilpa	2/19/2020	5156723	Strategic Technology Solutions
00139880	French, Debra	2/19/2020	5156108	Strategic Technology Solutions
00146672	Folayan, Ayodeji	2/19/2020	5156312	Accounts
00145988	Farag, Ezzat	2/19/2020	5156321	Accounts
00111746	Ferris, Vicki	2/19/2020	5155152	Accounts
00147891	Fluty, Chris	2/19/2020	5156332	Strategic Technology Solutions
00153891	Spain, Brian	2/19/2020	5155004	Strategic Technology Solutions
00159264	Spears, Mary	2/19/2020	5155169	Strategic Technology Solutions
00448784	Fields, William	2/19/2020	5155683	Strategic Technology Solutions
00163305	Snipes, Tom	2/19/2020	5155265	Strategic Technology Solutions
00538686	Draper, John	2/19/2020	5156713	Strategic Technology Solutions
00108005	Sills, Jon	2/19/2020	5155077	Strategic Technology Solutions
00411296	Girgis, Hala	2/19/2020	5155819	Accounts
00155618	Sullivan, Audrey	2/19/2020	5155096	Accounts
00404467	Giles, Donald	2/19/2020	5155719	Strategic Technology Solutions

EmplID	Employee Name	Completion DT	Confirmation	Organization
00108478	Simpson, Robert	2/19/2020	5155138	Strategic Technology Solutions
00489176	Sudarsanam, Jayashree	2/19/2020	5156424	Strategic Technology Solutions
00153755	Gibson, Emily	2/19/2020	5155521	Strategic Technology Solutions
00412123	Freeman, Charles	2/19/2020	5155815	Office of the Inspector General
00502297	Strunk, Kristian	2/19/2020	5156735	Accounts
00159386	Stewart, Stephanie	2/19/2020	5155179	Strategic Technology Solutions
00547202	Smith, Christian	2/19/2020	5156556	Strategic Technology Solutions
00130713	Dugan, Kathy	2/19/2020	5155337	Benefits Administration
00111919	Gere, Brad	2/19/2020	5155298	Strategic Technology Solutions
00536920	Gehrke, Thomas	2/19/2020	5156742	Strategic Technology Solutions
00492991	Edwards, Mitchell	2/19/2020	5156385	Strategic Technology Solutions
00424978	Stewart, William	2/19/2020	5155938	Office of the Inspector General
00118614	Frost, Robert	2/19/2020	5155394	Accounts
00118387	Dollar, Lisa	2/19/2020	5155468	Accounts
00513208	Forrest, Cameron	2/19/2020	5154920	Strategic Technology Solutions
00534405	Patel, Khushbu	2/19/2020	5156694	Strategic Technology Solutions
00156236	Robertson, Joshua	2/19/2020	5155089	Strategic Technology Solutions
00113724	Maher, Stuart	2/19/2020	5156018	Strategic Technology Solutions
00527964	Mace, Robyn	2/19/2020	5156433	Strategic Technology Solutions
00531837	Owens, Stephen	2/19/2020	5156348	Strategic Technology Solutions
00516855	Lucas, Joshua	2/19/2020	5156375	Strategic Technology Solutions
00144654	Pagel, Christopher	2/19/2020	5156209	Strategic Technology Solutions
00432481	Lewis, William	2/19/2020	5156151	Strategic Technology Solutions
00145335	Lewis, Amy	2/19/2020	5156202	Strategic Technology Solutions
00143465	Levy, Deborah	2/19/2020	5155609	Strategic Technology Solutions
00135976	Lemons, Glenda	2/19/2020	5155853	Strategic Technology Solutions
00155364	Osborne, Amy	2/19/2020	5155039	Accounts
00108907	Lea, Robert	2/19/2020	5155208	Administration
00105937	Marks, Christopher	2/19/2020	5155127	Strategic Technology Solutions
00152855	Lawrence, Timothy	2/19/2020	5154867	Strategic Technology Solutions
00162953	Patel, Virendra	2/19/2020	5155249	Accounts
00153012	Patterson, Cheryl	2/19/2020	5154878	Strategic Technology Solutions
00160385	Lapka, Douglas	2/19/2020	5155198	Accounts
00489195	Payne, Kenya	2/19/2020	5156457	Accounts
00517840	Lane, Rosa	2/19/2020	5156236	Accounts
00495030	Perry, Larry	2/19/2020	5156531	Strategic Technology Solutions
00161028	Pettigrew, Haywood	2/19/2020	5155189	Strategic Technology Solutions
00550151	Kirschler, Daniel	2/19/2020	5156484	Accounts
00494138	Kharavala, Mrugesh	2/19/2020	5156502	Strategic Technology Solutions
00432383	Pittenger, Ryan	2/19/2020	5156152	Strategic Technology Solutions
00152079	Lee, Michildira	2/19/2020	5156342	Accounts
00117459	Myers, John	2/19/2020	5155380	Strategic Technology Solutions
00130018	Moore, Janice	2/19/2020	5155678	Accounts
00367978	Moore, Daniel	2/19/2020	5155430	Strategic Technology Solutions
00100417	Morneau, Gregory	2/19/2020	5156268	Strategic Technology Solutions
00515074	Morrison, Paul	2/19/2020	5156360	Strategic Technology Solutions
00467395	Moak, Michael	2/19/2020	5155878	Strategic Technology Solutions
00115466	Miniard, Richard	2/19/2020	5155324	Strategic Technology Solutions
00128202	Miles, Littell	2/19/2020	5155666	Strategic Technology Solutions
00100464	Michel, Christopher	2/19/2020	5156261	Strategic Technology Solutions
00157123	Mercer, Ronald	2/19/2020	5155098	Strategic Technology Solutions
00549795	Melika, Basem	2/19/2020	5156489	Strategic Technology Solutions
00134956	Mann, Sheila	2/19/2020	5155842	Strategic Technology Solutions
00114159	Meenach, Clayton	2/19/2020	5155295	Strategic Technology Solutions
00546964	Kane, Joel	2/19/2020	5156859	Strategic Technology Solutions
00391520	McKibben, Dale	2/19/2020	5155608	Strategic Technology Solutions
00123565	Naifeh, Eugene	2/19/2020	5155493	Administration
00114667	McKnight, D'Andrea	2/19/2020	5155914	Strategic Technology Solutions
00148941	McGee, Ricky	2/19/2020	5155505	Strategic Technology Solutions
00146833	McCroskey, Raymond	2/19/2020	5155501	Strategic Technology Solutions
00159687	McBride, Katherine	2/19/2020	5155415	Accounts
00143623	Wolf-Mazares, Joseph	2/19/2020	5156197	Accounts
00160211	Norem, Jeffrey	2/19/2020	5155183	Strategic Technology Solutions
00433113	May, Sandy	2/19/2020	5156048	Strategic Technology Solutions
00157307	Martin, Christa	2/19/2020	5155104	Benefits Administration
00118313	Obianwu, Stephen	2/19/2020	5155464	Strategic Technology Solutions
00375131	Mehany, Emad	2/19/2020	5155516	Accounts
00153023	Heath, Amber	2/19/2020	5156076	Office of the Inspector General
00534392	Howard, Houston	2/19/2020	5156679	Strategic Technology Solutions
00145837	Hope, Mildred	2/19/2020	5156190	Strategic Technology Solutions

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00125770	Hoover, Lisa	2/19/2020	5155581	Strategic Technology Solutions
00412124	Holman, Chad	2/19/2020	5155816	Office of the Inspector General
00491360	Holliman, Cindy	2/19/2020	5156462	Accounts
00102070	Freyer, David	2/19/2020	5156299	Benefits Administration
00135778	Roberts, Oileen	2/19/2020	5155845	Strategic Technology Solutions
00545823	Taylor, Melissa	2/19/2020	5156553	Strategic Technology Solutions
00495049	Hicks, Doree	2/19/2020	5156533	Budget
00100781	Henson, Lisa	2/19/2020	5156364	Accounts
00119354	Poole, Laura	2/19/2020	5155388	Accounts
00392303	Roll, Charles	2/19/2020	5155604	Office of the Inspector General
00156268	Richardson, Kathy	2/19/2020	5155094	Accounts
00431095	Romero, Benny	2/19/2020	5156050	Accounts
00528141	Rowland, Jon	2/19/2020	5156392	Strategic Technology Solutions
00157701	Rucker, Harriet	2/19/2020	5155044	Office of the Inspector General
00136859	Russell, William	2/19/2020	5155978	Strategic Technology Solutions
00451591	Hargis, Robert	2/19/2020	5155888	Strategic Technology Solutions
00125756	Hancock, Sharon	2/19/2020	5155579	Strategic Technology Solutions
00409703	Samuel, Kelvin	2/19/2020	5155821	Accounts
00455469	Sanders, Kevin	2/19/2020	5154981	Strategic Technology Solutions
00161493	Sanders, Lynda	2/19/2020	5155279	Accounts
00524299	Sardin, Gerald	2/19/2020	5156401	Strategic Technology Solutions
00524299	Sardin, Gerald	2/19/2020	5156401	Strategic Technology Solutions
00433746	Henry, George	2/19/2020	5155907	Strategic Technology Solutions
00497839	Ramsey, Rachel	2/19/2020	5156788	Accounts
00528386	Sargios, Mena	2/19/2020	5156606	Strategic Technology Solutions
00112462	Kaahue, Vivian	2/19/2020	5155231	Accounts
00114034	Powell, Mark	2/19/2020	5155235	Strategic Technology Solutions
00126173	Powell-Eldridge, Shannon	2/19/2020	5155648	Strategic Technology Solutions
00507717	Pratt, John	2/19/2020	5156591	Strategic Technology Solutions
00546312	Jones, Matthew	2/19/2020	5156857	Strategic Technology Solutions
00487027	Proctor, Christy	2/19/2020	5156676	Accounts
00163339	Jones, Eric	2/19/2020	5155269	Strategic Technology Solutions
00502065	Pugh, Penny	2/19/2020	5156224	Accounts
00120943	Johnson, Victor	2/19/2020	5155390	Strategic Technology Solutions
00525194	Johnson, Michael	2/19/2020	5156431	Strategic Technology Solutions
00486492	Hubert, Crissa	2/19/2020	5156718	Benefits Administration
00112174	Ramsey, Freeman	2/19/2020	5155313	Strategic Technology Solutions
00424722	Hunnicut, James	2/19/2020	5155935	Strategic Technology Solutions
00127994	Jenkins, Rita	2/19/2020	5155660	Accounts
00497845	Ray, Darnail	2/19/2020	5156824	Accounts
00444011	Jackson, Tiffany	2/19/2020	5156174	Accounts
00550005	Reed, Arthur	2/19/2020	5156413	Strategic Technology Solutions
00107013	Ison, Margaret	2/19/2020	5155063	Accounts
00392235	Ishee, Peter	2/19/2020	5155607	Strategic Technology Solutions
00114850	Reese, Richard	2/19/2020	5155245	Accounts
00156109	Inthavong, Kaivanh	2/19/2020	5155041	Strategic Technology Solutions
00104804	Hyland, Nancy	2/19/2020	5154961	Strategic Technology Solutions
00105053	Hyland, Calbert	2/19/2020	5155050	Strategic Technology Solutions
00537317	Porietis, Aidis	2/19/2020	5156643	Strategic Technology Solutions
00461672	Rainey, Chanda	2/19/2020	5155886	Benefits Administration
00394334	Davis, Lindsay	2/19/2020	5155629	Strategic Technology Solutions
00140392	Tidwell, Marilyn	2/19/2020	5156087	Benefits Administration
00512439	Butler, Billy	2/19/2020	5156686	Strategic Technology Solutions
00114788	Burns, Joshua	2/19/2020	5155627	Benefits Administration
00490763	Burns, Burton	2/19/2020	5156809	Strategic Technology Solutions
00120308	Burnette, Stephanie	2/19/2020	5155400	Accounts
00156888	Walton, Carroll	2/19/2020	5155042	Accounts
00159530	Burgess, Eduardo	2/19/2020	5155194	Strategic Technology Solutions
00161446	Burden, Anthony	2/19/2020	5155116	Strategic Technology Solutions
00531444	Campbell, Michael	2/19/2020	5156616	Strategic Technology Solutions
00111235	Buckner, Keith	2/19/2020	5155207	Strategic Technology Solutions
00114322	Carrigan, Jacob	2/19/2020	5155307	Accounts
00123655	Buchanan, Patricia	2/19/2020	5155497	Strategic Technology Solutions
00452624	Bryant, Brandon	2/19/2020	5156175	Strategic Technology Solutions
00530159	Bruce, Kimberly	2/19/2020	5156512	Accounts
00164146	Watts, Patricia	2/19/2020	5155271	Accounts
00532790	Brock, Richard	2/19/2020	5156845	Strategic Technology Solutions
00532314	Brannon, Steven	2/19/2020	5156506	Strategic Technology Solutions
00396038	Webb, Arlene	2/19/2020	5155822	Accounts
00502085	Boys, James	2/19/2020	5156225	Strategic Technology Solutions

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00159788	Buford, Eddie	2/19/2020	5155110	Strategic Technology Solutions
00535845	Urbat, Marites	2/19/2020	5156599	Accounts
00119939	Cook, Steven	2/19/2020	5155470	Strategic Technology Solutions
00154204	Todd, Vicky	2/19/2020	5155023	Strategic Technology Solutions
00105333	Colvin, Lynnette	2/19/2020	5155059	Strategic Technology Solutions
00108207	Cole, Katrina	2/19/2020	5155126	Office of the Inspector General
00470886	Colbert, Jerud	2/19/2020	5156000	Strategic Technology Solutions
00518322	Coffey, Christy	2/19/2020	5156437	Office of the Inspector General
00532401	Tucker, Brent	2/19/2020	5156137	Strategic Technology Solutions
00140047	Clayton, Robert	2/19/2020	5156179	Strategic Technology Solutions
00111596	Walker, Ronald	2/19/2020	5155141	Strategic Technology Solutions
00140512	Tyus, Christine	2/19/2020	5156094	Accounts
00152678	Booker, Andrea	2/19/2020	5154863	Strategic Technology Solutions
00120520	Valentine, James	2/19/2020	5155462	Accounts
00108826	Vallone, Raymond	2/19/2020	5155165	Strategic Technology Solutions
00102517	Cherpack, Mark	2/19/2020	5154926	Administration
00549520	Cecilio, Jonathon	2/19/2020	5156417	Strategic Technology Solutions
00148678	Cassidy, Joshua	2/19/2020	5156337	Strategic Technology Solutions
00387712	Carter, Christopher	2/19/2020	5155548	Strategic Technology Solutions
00132859	Carson, Darrell	2/19/2020	5155748	Accounts
00383601	Carroll-Clark, Kimberly	2/19/2020	5155001	Accounts
00412105	Turner, Mark	2/19/2020	5155813	Strategic Technology Solutions
00113462	Angle, Robert	2/19/2020	5155304	Accounts
00148442	Bajcar, Frances	2/19/2020	5156325	Accounts
00545134	Bailey, Patience	2/19/2020	5156624	Accounts
00442584	Backes, Gary	2/19/2020	5156173	Strategic Technology Solutions
00105651	Wiseman, Melissa	2/19/2020	5155626	Benefits Administration
00462358	Authier, Gabrielle	2/19/2020	5156001	Strategic Technology Solutions
00429237	Ausbrooks, Mark	2/19/2020	5156040	Strategic Technology Solutions
00542076	Atkins, John	2/19/2020	5156696	Strategic Technology Solutions
00141871	Woodard, Kimberly	2/19/2020	5155996	Strategic Technology Solutions
00496113	Bowen, Patrick	2/19/2020	5156725	Strategic Technology Solutions
00152153	Woods, Everett	2/19/2020	5154843	Accounts
00129605	Barnett, Richard	2/19/2020	5155662	Accounts
00515086	Wozniak, Richard	2/19/2020	5156132	Strategic Technology Solutions
00359171	Yarbrough, Donald	2/19/2020	5155363	Strategic Technology Solutions
00483203	Yassa, Reham	2/19/2020	5154899	Accounts
00158528	Allen, William	2/19/2020	5155168	Strategic Technology Solutions
00141215	Alexander, Vickie	2/19/2020	5156089	Accounts
00456950	Zakhary, Youstina	2/19/2020	5155682	Accounts
00398905	Agee, Brian	2/19/2020	5155726	Strategic Technology Solutions
00497579	Adamo, Peter	2/19/2020	5156834	Strategic Technology Solutions
00157456	Athow, Keith	2/19/2020	5155029	Benefits Administration
00126132	Williams, Denitrea	2/19/2020	5155647	Strategic Technology Solutions
00386666	Warns, Alexander	2/19/2020	5155541	Accounts
00162317	Whisler, Eric	2/19/2020	5155253	Strategic Technology Solutions
00119808	Blankenship, Charlie	2/19/2020	5155003	Accounts
00496360	Whited, Kimberly	2/19/2020	5156806	Accounts
00153031	Whitman, Dorothy	2/19/2020	5154879	Strategic Technology Solutions
00124228	Whitt, Joey	2/19/2020	5155487	Strategic Technology Solutions
00111940	Whitwell, Barbara	2/19/2020	5155301	Accounts
00122067	Wiemann, David	2/19/2020	5155550	Strategic Technology Solutions
00528709	Wilson, Rebecca	2/19/2020	5156543	Strategic Technology Solutions
00153925	Willbanks, Kandace	2/19/2020	5155518	Strategic Technology Solutions
00497583	Barker, Kimberly	2/19/2020	5156835	Accounts
00143720	Bell, Teresa	2/19/2020	5156200	Accounts
00487567	Bednar, Melinda	2/19/2020	5156685	Strategic Technology Solutions
00473404	Beck, Martha	2/19/2020	5156017	Office of the Inspector General
00139510	Bean, Julia	2/19/2020	5155993	Accounts
00121980	Beachboard, David	2/19/2020	5155494	Strategic Technology Solutions
00484784	Barrow, Becky	2/19/2020	5156786	Strategic Technology Solutions
00161780	Barron, Diana	2/19/2020	5155263	Strategic Technology Solutions
00160530	Wilson, Cynthia	2/19/2020	5155108	Accounts
00125462	Booker, Jacqueline	2/19/2020	5155654	Strategic Technology Solutions
00546093	Birt, Zachary	2/19/2020	5156853	Accounts
00109229	Curry, Michael	2/19/2020	5155228	Strategic Technology Solutions
00395191	Crofts, Christopher	2/19/2020	5155633	Strategic Technology Solutions
00131391	Thomas, Wayne	2/19/2020	5155758	Strategic Technology Solutions
00397899	Teasdale, Shana	2/19/2020	5155727	Strategic Technology Solutions
00432657	Teague, Robert	2/19/2020	5156061	Strategic Technology Solutions

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00474715	Crawford, Gaben	2/19/2020	5156008	Strategic Technology Solutions
00546823	Terry, Christine	2/19/2020	5156483	Strategic Technology Solutions
00113808	Craft, Melody	2/19/2020	5155318	Benefits Administration
00160010	Thomas, Denise	2/19/2020	5155121	Strategic Technology Solutions
00391906	Copeland, Vickie	2/19/2020	5156399	Strategic Technology Solutions
00143234	Cummings, Lynn	2/19/2020	5156213	Accounts
00139680	Coombs, Thomas	2/19/2020	5155967	Strategic Technology Solutions
00115119	Pope, Clara	2/20/2020	5155951	Strategic Technology Solutions
00163183	Boone, Ike	2/20/2020	5155259	Accounts
00118896	Stubblefield, Kathy	2/20/2020	5155407	Benefits Administration
00427083	Kent, Jeffrey	2/20/2020	5155950	Strategic Technology Solutions
00153676	Boles, Maria	2/20/2020	5155605	Benefits Administration
00108647	Bohannon, Deborah	2/20/2020	5155542	Strategic Technology Solutions
00128556	Bogaty, Kathryn	2/20/2020	5155734	Office of the Inspector General
00473132	Pinto, Ryan	2/20/2020	5156013	Strategic Technology Solutions
00474282	Joe, Lindsey	2/20/2020	5156020	Benefits Administration
00397222	Kenney, Denise	2/20/2020	5155828	Strategic Technology Solutions
00531828	Johns, Derrick	2/20/2020	5156406	Strategic Technology Solutions
00145366	Jones, Charles	2/20/2020	5156206	Strategic Technology Solutions
00156057	Kapshtica, Albina	2/20/2020	5155036	Strategic Technology Solutions
00140789	Bivens, Lisa	2/20/2020	5156115	Accounts
00124948	Bishop, Gena	2/20/2020	5155834	Benefits Administration
00123636	Wilbourn, Larry	2/20/2020	5155496	Strategic Technology Solutions
00522769	Rhodes, Paul	2/20/2020	5156545	Strategic Technology Solutions
00105554	Birhtrong, Peggy	2/20/2020	5156259	Benefits Administration
00360252	Jumbi, Morgan	2/20/2020	5155367	Accounts
00141812	Jones, Kimberley	2/20/2020	5156704	Strategic Technology Solutions
00109632	Cruse, David	2/20/2020	5155210	Strategic Technology Solutions
00371930	Prajapati, Ramesh	2/20/2020	5155444	Strategic Technology Solutions
00420464	Powers, Alisha	2/20/2020	5156573	Accounts
00494787	Johnson, Leland	2/20/2020	5156390	Strategic Technology Solutions
00110665	Helzer, George	2/20/2020	5155218	Strategic Technology Solutions
00144089	Hardiman, Vanella	2/20/2020	5156218	Accounts
00534575	Stewart, Carol	2/20/2020	5156580	Strategic Technology Solutions
00472395	Elliott, Mary	2/20/2020	5156028	Strategic Technology Solutions
00507218	Harrington, Jonathan	2/20/2020	5156464	Strategic Technology Solutions
00136750	Elkins, Cathy	2/20/2020	5155973	Strategic Technology Solutions
00126919	Rush, Waylon	2/20/2020	5155649	Strategic Technology Solutions
00495434	Hart, Amanda	2/20/2020	5156784	Benefits Administration
00153007	Rucker, Tamara	2/20/2020	5154877	Accounts
00506722	Thompson, Michael	2/20/2020	5156623	Strategic Technology Solutions
00101307	Elkins, Adam	2/20/2020	5156282	Benefits Administration
00497476	Rouse, Velenzia	2/20/2020	5156783	Strategic Technology Solutions
00535178	Rosichan, Sharra	2/20/2020	5156432	Benefits Administration
00156106	Ikhalia, Joseph	2/20/2020	5155040	Strategic Technology Solutions
00426560	Elangovan, Anuradha	2/20/2020	5155953	Strategic Technology Solutions
00154953	Bhupathiraju, Vidyavathi	2/20/2020	5155019	Accounts
00100520	Eichner, Matthew	2/20/2020	5156262	Strategic Technology Solutions
00138069	Smith, Peggy	2/20/2020	5155963	Accounts
00106426	Brunk, Tracie	2/20/2020	5155075	Strategic Technology Solutions
00491779	Robinson, Deana	2/20/2020	5156690	Benefits Administration
00133780	Stott, Michael	2/20/2020	5155860	Strategic Technology Solutions
00134569	Holmes, Amy	2/20/2020	5155861	Accounts
00162033	Holmes, Sonya	2/20/2020	5155246	Accounts
00100252	Wayson, Karen	2/20/2020	5156274	Accounts
00537056	Richey, James	2/20/2020	5156633	Accounts
00452156	Strother, Yvette	2/20/2020	5156004	Accounts
00428804	Rhodes, Teresa	2/20/2020	5155955	Benefits Administration
00155580	Williams, James	2/20/2020	5155095	Strategic Technology Solutions
00538028	Bowers, Gabriel	2/20/2020	5156778	Accounts
00516558	Stewart, Nicholas	2/20/2020	5156231	Strategic Technology Solutions
00149341	McHuley Johnson, Tunga	2/20/2020	5156003	Strategic Technology Solutions
00106193	Kinkade, Kathleen	2/20/2020	5155066	Strategic Technology Solutions
00101296	Atalia, Marcil	2/20/2020	5156281	Accounts
00496880	Marrs, Christy	2/20/2020	5156707	Strategic Technology Solutions
00101481	Wormann, James	2/20/2020	5156278	Benefits Administration
00145553	Nwaniso, Victor	2/20/2020	5156212	Accounts
00500798	Mathis, Rachael	2/20/2020	5156356	Accounts
00112709	Maupin, Ronald	2/20/2020	5155303	Accounts
00135536	Mayambu, April	2/20/2020	5155872	Administration

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00468678	Anderson, Robin	2/20/2020	5155411	Office of Criminal Justice Program
00122083	Anderson, Michael	2/20/2020	5155551	Benefits Administration
00392296	McAlister, Kenneth	2/20/2020	5155412	Office of the Inspector General
00497217	Yancey, Charles	2/20/2020	5156653	Strategic Technology Solutions
00109664	McClardy, Mike	2/20/2020	5155330	Strategic Technology Solutions
00100683	MANNAN, ASHRAF	2/20/2020	5156266	Accounts
00368921	Alderson, Stanley	2/20/2020	5155433	Accounts
00150627	Morgan, Prentice	2/20/2020	5154844	Strategic Technology Solutions
00453381	Moore, Thomas	2/20/2020	5155915	Strategic Technology Solutions
00443511	Monceaux, Dawn	2/20/2020	5156177	Benefits Administration
00396467	Morrison, Richard	2/20/2020	5155624	Strategic Technology Solutions
00135441	Morrow, Kimberly	2/20/2020	5155865	Accounts
00102054	McElhiney, Jessica	2/20/2020	5155502	Accounts
00538026	Alderidge, Lisa	2/20/2020	5156777	Accounts
00393522	McEwen, Kenneth	2/20/2020	5155504	Accounts
00159394	Tays, Forrest	2/20/2020	5155180	Budget
00214939	Davis, Tanisha	2/20/2020	5156449	Benefits Administration
00132579	Ammons, George	2/20/2020	5155450	Strategic Technology Solutions
00432468	Nease, Ronnie	2/20/2020	5156051	Strategic Technology Solutions
00530083	McIntosh, Lori	2/20/2020	5156790	Strategic Technology Solutions
00505510	Davis, Lakeisha	2/20/2020	5156798	Accounts
00113698	Zhu, Fong	2/20/2020	5155314	Strategic Technology Solutions
00127170	Sweatt, Larissa	2/20/2020	5155569	Benefits Administration
00463698	Sakande, Rasmata	2/20/2020	5155881	Accounts
00115021	Kissner, Carrie	2/20/2020	5155376	Strategic Technology Solutions
00131151	Botts, Kenneth	2/20/2020	5155743	Strategic Technology Solutions
00532059	Perkins, Jason	2/20/2020	5156530	Strategic Technology Solutions
00509492	Lamon, Samantha	2/20/2020	5156665	Budget
00110308	Pedersen, Dennis	2/20/2020	5155157	Strategic Technology Solutions
00389051	Reagan, Rebecca	2/20/2020	5156570	Accounts
00497763	Lane, Mary	2/20/2020	5156757	Strategic Technology Solutions
00122530	Payne, Shelby	2/20/2020	5155480	Strategic Technology Solutions
00108698	Williams, Mark	2/20/2020	5155071	Strategic Technology Solutions
00160206	Dieters, Christine	2/20/2020	5155182	Accounts
00533267	Baskin, Adrian	2/20/2020	5156129	Strategic Technology Solutions
00153787	Pauly, Troy	2/20/2020	5154873	Strategic Technology Solutions
00157436	Okeke, Latondra	2/20/2020	5155026	Strategic Technology Solutions
00362607	Paritz, Matthew	2/20/2020	5155422	Strategic Technology Solutions
00475007	Mallery, Crystal	2/20/2020	5156027	Benefits Administration
00479029	McGraw, Christopher	2/20/2020	5156010	Benefits Administration
00527778	Owens, Jonathan	2/20/2020	5156128	Strategic Technology Solutions
00431340	Kroeschen, Kayla	2/20/2020	5156514	Benefits Administration
00127076	Tadesse, Akalu	2/20/2020	5155658	Strategic Technology Solutions
00525425	Swanson, Laura	2/20/2020	5156438	Office of Criminal Justice Program
00515676	Davies, Nichola	2/20/2020	5156237	Accounts
00452336	Williamson, Jacob	2/20/2020	5154974	Budget
00107584	Levan, Bradley	2/20/2020	5155134	Strategic Technology Solutions
00490387	Winchester, Herbert	2/20/2020	5156469	Strategic Technology Solutions
00121703	Lee, Jimmy	2/20/2020	5155479	Strategic Technology Solutions
00147843	Lee, Barbara	2/20/2020	5156330	Strategic Technology Solutions
00147843	Lee, Barbara	2/20/2020	5156330	Strategic Technology Solutions
00119208	Bender, Teresa	2/20/2020	5155472	Accounts
00289867	Bailey, Teresa	2/20/2020	5155353	Benefits Administration
00101373	Schueler, Jeffery	2/20/2020	5156283	Strategic Technology Solutions
00481920	Traylor, Philip	2/20/2020	5156247	Strategic Technology Solutions
00336484	Frame, Jeffrey	2/20/2020	5155350	Benefits Administration
00109938	Cerwinske, Michael	2/20/2020	5155225	Strategic Technology Solutions
00483055	Cherry, Samuel	2/20/2020	5156720	Strategic Technology Solutions
00514001	Sloan, Razel	2/20/2020	5156719	Accounts
00530724	Chen, Xin	2/20/2020	5156136	Strategic Technology Solutions
00534631	Scheldt, Nicholas	2/20/2020	5156492	Strategic Technology Solutions
00443508	Clemmons, Thomasa	2/20/2020	5155900	Benefits Administration
00527488	Gao, Yibin	2/20/2020	5156249	Accounts
00469421	Godbold, James	2/20/2020	5155894	Strategic Technology Solutions
00493455	Thompson, Robert	2/20/2020	5156566	Strategic Technology Solutions
00549523	Saucerman, Dennis	2/20/2020	5156418	Accounts
00543174	Girgis, Ereny	2/20/2020	5156568	Accounts
00144235	Tucker, Keitha	2/20/2020	5156187	Strategic Technology Solutions
00449736	Standridge, Johnny	2/20/2020	5155794	Benefits Administration
00424080	Gulley, Craig	2/20/2020	5155836	Strategic Technology Solutions

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00546481	Vincent, Steven	2/20/2020	5155619	Strategic Technology Solutions
00128294	Clark, Tina	2/20/2020	5155669	Accounts
00342694	Gibbs, Laureen	2/20/2020	5155351	Benefits Administration
00473849	Smiling, Tracy	2/20/2020	5156012	Accounts
00160195	Gupta, Neelam	2/20/2020	5155181	Volunteer Tennessee
00106701	Gargaro, Angela	2/20/2020	5155130	Benefits Administration
00412041	Threet, Milton	2/20/2020	5156652	Accounts
00397005	Goodwin, Pamela	2/20/2020	5155694	Benefits Administration
00125621	Goad, Johnny	2/20/2020	5155567	Accounts
00160238	Casey, Patrick	2/20/2020	5155188	Strategic Technology Solutions
00367602	Eskarous, Rushdi	2/20/2020	5155426	Accounts
00514079	Sparkman, Daniel	2/20/2020	5154917	Volunteer Tennessee
00532805	Sandu, Benjamin	2/20/2020	5156846	Strategic Technology Solutions
00143627	Cook, Ronald	2/20/2020	5156198	Strategic Technology Solutions
00125889	Thompson, Ronald	2/20/2020	5155625	Strategic Technology Solutions
00549800	Estany, Michael	2/20/2020	5156490	Strategic Technology Solutions
00465860	Vann, Ervin	2/20/2020	5155591	Strategic Technology Solutions
00512083	Cook, Bryant	2/20/2020	5156260	Strategic Technology Solutions
00158751	Conway, Samuel	2/20/2020	5155191	Strategic Technology Solutions
00449743	Butler, Natassia	2/20/2020	5155795	Benefits Administration
00111424	Sanford, Timothy	2/20/2020	5155217	Strategic Technology Solutions
00530150	Peiffer, Jonathan	2/21/2020	5156507	Strategic Technology Solutions
00516508	Churchfield, Paul	2/21/2020	5156601	Strategic Technology Solutions
00110289	Cian, Joseph	2/21/2020	5155156	Strategic Technology Solutions
00102270	Latch, Margaret	2/21/2020	5154932	Strategic Technology Solutions
00495277	Pratt, Tabitha	2/21/2020	5156548	Accounts
00143464	Lape, Lora	2/21/2020	5156188	Strategic Technology Solutions
00102069	Cimino, Theresa	2/21/2020	5156298	Accounts
00121900	Turner, Cheri	2/21/2020	5155489	Benefits Administration
00515040	Jones, Melissa	2/21/2020	5154916	Accounts
00159730	Sundell, Timothy	2/21/2020	5155107	Strategic Technology Solutions
00531871	Sullivan, Chad	2/21/2020	5156351	Accounts
00370308	Judkins, Jessica	2/21/2020	5155439	Accounts
00494239	Konakalia, Hemamalini	2/21/2020	5156831	Strategic Technology Solutions
00105191	Beirnes, Paul	2/21/2020	5155054	Strategic Technology Solutions
00495161	Thomas, Sheryl	2/21/2020	5156597	Strategic Technology Solutions
00428652	Culwell, Ariel	2/21/2020	5156074	Accounts
00421233	Glazner, Edwina	2/21/2020	5155931	Strategic Technology Solutions
00149123	Birdwell, Kimberly	2/21/2020	5154872	Strategic Technology Solutions
00117186	Chessor, Samuel	2/21/2020	5155369	Office of the Inspector General
00150642	Kalvala, Sriatha	2/21/2020	5156832	Strategic Technology Solutions
00315452	Kennedy, Mary	2/21/2020	5155327	Strategic Technology Solutions
00117186	Chessor, Samuel	2/21/2020	5155369	Office of the Inspector General
00153728	Kemp, Tony	2/21/2020	5154870	Accounts
00545601	Karnes, Cody	2/21/2020	5156450	Accounts
00130611	Wilkins, Gregory	2/21/2020	5155755	Strategic Technology Solutions
00111149	Silvernail, David	2/21/2020	5155163	Strategic Technology Solutions
00108338	Finney, Pamela	2/21/2020	5155133	Strategic Technology Solutions
00119457	Anderson, Johnny	2/21/2020	5155395	Strategic Technology Solutions
00104539	Snell, James	2/21/2020	5154962	Volunteer Tennessee
00122343	McDole, Rae	2/21/2020	5155911	Accounts
00160908	Newman, Vicky	2/21/2020	5155193	Office of the Inspector General
00550175	McGhee, Kimberly	2/21/2020	5156485	Accounts
00100117	Soliman, Ghali	2/21/2020	5156272	Accounts
00426094	Baker, Dennis	2/21/2020	5155948	Strategic Technology Solutions
00164084	Allen, Vernon	2/21/2020	5155266	Strategic Technology Solutions
00122331	Kiespies, Thomas	2/21/2020	5155561	Strategic Technology Solutions
00540613	Albright, Meredith	2/21/2020	5156574	Accounts
00100695	Milad, Micheal	2/21/2020	5156267	Accounts
00548190	Davis, Patricia	2/21/2020	5156858	Office of Criminal Justice Program
00351611	Finley, Christina	2/21/2020	5155357	Accounts
00158797	Adams, Gregory	2/21/2020	5155196	Strategic Technology Solutions
00105475	Field, Deborah	2/21/2020	5155056	Strategic Technology Solutions
00456945	Spidle, Sean	2/21/2020	5155681	Strategic Technology Solutions
00393155	Ferrara, Mary	2/21/2020	5155618	Administration
00486701	Ayers, Trevin	2/21/2020	5156766	Administration
00495819	Pate, Jinkal	2/21/2020	5156730	Strategic Technology Solutions
00153460	Denning, Mark	2/21/2020	5154859	Strategic Technology Solutions
00145975	Baker, Stephen	2/21/2020	5156196	Strategic Technology Solutions
00406450	Leslie, Sheila	2/21/2020	5155807	Strategic Technology Solutions

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00399430	Getaneh, Haregewoin	2/21/2020	5155689	Accounts
00150967	Vaughn, Stephen	2/21/2020	5154854	Strategic Technology Solutions
00161550	Szymaszek, Zbigniew	2/21/2020	5155250	Strategic Technology Solutions
00153051	Freeman, Shonderia	2/21/2020	5154880	Strategic Technology Solutions
00411880	DelConte, Anthony	2/21/2020	5155797	Administration
00467919	Applebaum, Audrey	2/21/2020	5155893	Accounts
00424706	Deitz, Roderick	2/21/2020	5155933	Strategic Technology Solutions
00514319	Gee, Myanna	2/21/2020	5156443	Strategic Technology Solutions
00127134	Lockard, Donald	2/21/2020	5155565	Strategic Technology Solutions
00396409	Ozminski, Sherry	2/21/2020	5155620	Strategic Technology Solutions
00126753	Womble, Natalie	2/21/2020	5155642	Strategic Technology Solutions
00147525	Marable, Reginald	2/21/2020	5156314	Accounts
00121318	Danaby, Cheryl	2/21/2020	5155498	Accounts
00409593	Standridge, Quintina	2/21/2020	5155820	Accounts
00475600	Hayes, Nicholas	2/21/2020	5155910	Strategic Technology Solutions
00121688	Ramsey, Steven	2/21/2020	5155483	Strategic Technology Solutions
00496128	Iodice, Jeromy	2/21/2020	5156726	Strategic Technology Solutions
00487276	Halbert, Scott	2/21/2020	5156635	Benefits Administration
00112258	Ester, Judy	2/21/2020	5156131	Office of Criminal Justice Program
00134777	Jenks, Steven	2/21/2020	5155957	Accounts
00153720	Veal, Karen	2/21/2020	5154869	Accounts
00112258	Ester, Judy	2/21/2020	5156131	Office of Criminal Justice Program
00137356	Hurd, Paul	2/21/2020	5155965	Strategic Technology Solutions
00531850	Schellhardt, Pete	2/21/2020	5156350	Strategic Technology Solutions
00142781	Chen, Jian	2/21/2020	5156086	Accounts
00147115	Hunter, Troy	2/21/2020	5156338	Strategic Technology Solutions
00162441	Spilde, Timothy	2/21/2020	5155258	Strategic Technology Solutions
00142079	Jennings, Jr, Bob	2/21/2020	5156091	Strategic Technology Solutions
00421964	Creel, Randall	2/21/2020	5155929	Strategic Technology Solutions
00156701	Huang, Kewen	2/21/2020	5155028	Strategic Technology Solutions
00400490	Hurt, John	2/21/2020	5155699	Strategic Technology Solutions
00520523	Schumacher, Brett	2/21/2020	5156345	Strategic Technology Solutions
00157828	Hutchings, Vicky	2/21/2020	5155092	Strategic Technology Solutions
00547081	Wells, Jeremy	2/21/2020	5156525	Strategic Technology Solutions
00245365	Heady, Ryan	2/21/2020	5155284	Strategic Technology Solutions
00126008	Ingram, Charles	2/21/2020	5155643	Strategic Technology Solutions
00245365	Heady, Ryan	2/21/2020	5155284	Strategic Technology Solutions
00146691	Thompson, Donna	2/21/2020	5155341	Strategic Technology Solutions
00550104	Rosenberg, Lee	2/21/2020	5156850	Accounts
00472852	Harmon, Mark	2/21/2020	5155903	Strategic Technology Solutions
00103235	Cross, Sheila	2/21/2020	5154939	Accounts
00498291	Brumbach, Edward	2/21/2020	5156367	Accounts
00431673	Burr, Terry	2/21/2020	5156142	Accounts
00158090	Rutherford, Michael	2/21/2020	5155106	Strategic Technology Solutions
00139881	Green, Randall	2/21/2020	5156109	Strategic Technology Solutions
00498337	Hoennie, Jackie	2/21/2020	5156370	Strategic Technology Solutions
00497905	Halasa, Reem	2/21/2020	5156374	Accounts
00113251	Britton, Vickie	2/21/2020	5156588	Accounts
00452384	Green, Joseph	2/21/2020	5155783	Strategic Technology Solutions
00143613	Black, Tamela	2/21/2020	5156194	Strategic Technology Solutions
00533578	Charles, Anca	2/21/2020	5156670	Strategic Technology Solutions
00486310	Wei, Sue	2/21/2020	5156495	Strategic Technology Solutions
00439855	Vinson, William	2/21/2020	5156148	Strategic Technology Solutions
00149106	Hunter, Cynthia	2/21/2020	5154871	Strategic Technology Solutions
00423067	Bruce, Dana	2/21/2020	5155835	Strategic Technology Solutions
00489187	Hanson, Kenneth	2/22/2020	5156430	Strategic Technology Solutions
00131549	Marek, Cathey	2/22/2020	5155763	Accounts
00539458	Lapham, Lisa	2/22/2020	5156691	Accounts
00106266	Jones, Douglas	2/22/2020	5155062	Strategic Technology Solutions
00105025	Carter, Richard	2/22/2020	5155049	Strategic Technology Solutions
00531794	Quiggle, Karline	2/22/2020	5156343	Strategic Technology Solutions
00103730	Tidwell, Latricia	2/22/2020	5154947	Accounts
00136248	Aaron, Michael	2/22/2020	5155867	Strategic Technology Solutions
00133468	Colvin, Audra	2/23/2020	5155742	Accounts
00115752	Skelton, Benjamin	2/23/2020	5155375	Strategic Technology Solutions
00402261	Odum, Donna	2/23/2020	5155712	Strategic Technology Solutions
00515001	Truong, Jennifer	2/24/2020	5156398	Accounts
00104277	Deese, Richard	2/24/2020	5154955	Strategic Technology Solutions
00371591	Wolde, Adane	2/24/2020	5155434	Accounts
00491353	Davis, Casey	2/24/2020	5156378	Strategic Technology Solutions

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00119623	Hilliard, Joshua	2/24/2020	5155404	Strategic Technology Solutions
00141114	Hill, Shannon	2/24/2020	5156080	Strategic Technology Solutions
00375130	Von Haeger, Lisa	2/24/2020	5155517	Accounts
00408282	Clements, Stuart	2/24/2020	5155722	Strategic Technology Solutions
00523327	Lucerini, Michael	2/24/2020	5156572	Strategic Technology Solutions
00407013	Crabtree, Christopher	2/24/2020	5155811	Strategic Technology Solutions
00126337	Fellman, Martha	2/24/2020	5155564	Accounts
00110073	Couch, Kristina	2/24/2020	5155142	Accounts
00149370	Tate, Mark	2/24/2020	5154853	Strategic Technology Solutions
00113514	Meeks, Christopher	2/24/2020	5155306	Strategic Technology Solutions
00131905	Sanders, Roger	2/24/2020	5155347	Accounts
00120264	Albritton, Jeffrey	2/24/2020	5155396	Accounts
00195112	Tavares, Renee	2/24/2020	5155281	Office of Criminal Justice Program
00462565	Sanders, Lawrence	2/24/2020	5154976	Strategic Technology Solutions
00155103	Rowe, Cathy	2/24/2020	5154861	Accounts
00122335	Minton, Philip	2/24/2020	5155562	Accounts
00161981	McGuire, Matthew	2/24/2020	5155277	Strategic Technology Solutions
00538850	Moffatt, Alexandria	2/24/2020	5156745	Accounts
00110892	Spradlin, Linda	2/24/2020	5155143	Strategic Technology Solutions
00536167	Cox, Kendall	2/24/2020	5156655	Budget
00463669	Zipperian, Justin	2/24/2020	5156009	Accounts
00154409	Morgan, Gary	2/24/2020	5154864	Strategic Technology Solutions
00158613	Taylor, Leon	2/24/2020	5155177	Strategic Technology Solutions
00322772	Ahne, Anthony	2/24/2020	5155328	Office of the Inspector General
00381637	Starnes, Jeremy	2/24/2020	5156053	Strategic Technology Solutions
00411092	O'Connell, Amber	2/24/2020	5155823	Strategic Technology Solutions
00100521	Stachera, Linda	2/24/2020	5156263	Strategic Technology Solutions
00124755	Martin, Marian	2/24/2020	5155431	Strategic Technology Solutions
00434959	Nsengiyumva, Aime	2/24/2020	5156069	Strategic Technology Solutions
00549059	Smith, Thomas	2/24/2020	5156523	Strategic Technology Solutions
00109811	Smith, Tracy	2/24/2020	5155215	Strategic Technology Solutions
00155103	Rowe, Cathy	2/24/2020	5154861	Accounts
00472219	Sobanski, Edward	2/24/2020	5155909	Strategic Technology Solutions
00491217	Trimble, Tracy	2/24/2020	5156361	Strategic Technology Solutions
00161066	Davis, Veronica	2/24/2020	5155190	Accounts
00108086	Hatfield, James	2/24/2020	5155079	Strategic Technology Solutions
00474302	Hartwig, Tiffany	2/24/2020	5154990	Strategic Technology Solutions
00409474	McKee, John	2/24/2020	5155507	Strategic Technology Solutions
00541631	Sarnik, David	2/24/2020	5156674	Strategic Technology Solutions
00139846	Naifeh, Margaret	2/24/2020	5156099	Accounts
00487887	Romans, Kevin	2/24/2020	5156505	Strategic Technology Solutions
00145919	Bins, Kevin	2/24/2020	5156192	Strategic Technology Solutions
00524783	Simpson, Brian	2/24/2020	5156647	Strategic Technology Solutions
00532477	Gillespie, Leah	2/24/2020	5156540	Strategic Technology Solutions
00532477	Gillespie, Leah	2/24/2020	5156540	Strategic Technology Solutions
00495120	Lamb, Glynn	2/24/2020	5154893	Strategic Technology Solutions
00393815	Scott, Angela	2/24/2020	5155616	Budget
00537226	Krall, Krysta	2/24/2020	5156844	Accounts
00538093	Rogers, Clarence	2/24/2020	5156693	Strategic Technology Solutions
00127812	Uhies, Tina	2/24/2020	5155735	Strategic Technology Solutions
00112819	Westmoreland, Tammie	2/24/2020	5155309	Accounts
00127030	Williams, Avis	2/24/2020	5155655	Accounts
00111260	Bielaczyc, Susan	2/24/2020	5155212	Strategic Technology Solutions
00502489	Stanley, Samantha	2/24/2020	5156549	Strategic Technology Solutions
00157601	Lancaster, Ashley	2/24/2020	5155037	Strategic Technology Solutions
00106838	Diver, Rebecca	2/24/2020	5156054	Strategic Technology Solutions
00362602	Simerly, Jimmy	2/24/2020	5155704	Strategic Technology Solutions
00111911	Greene, Rosemary	2/24/2020	5155297	Strategic Technology Solutions
00334904	Rainey, Shana	2/24/2020	5155599	Accounts
00363652	John, Rondal	2/24/2020	5155419	Strategic Technology Solutions
00425429	Evans, Marvin	2/24/2020	5156750	Strategic Technology Solutions
00157961	Goodwin, Jeffrey	2/24/2020	5155101	Strategic Technology Solutions
00121072	Vaughns, Kendrick	2/24/2020	5155401	Strategic Technology Solutions
00395518	Wicke, Ellen	2/24/2020	5155685	Strategic Technology Solutions
00490966	Chesser, Kevin	2/24/2020	5156732	Strategic Technology Solutions
00449253	Jones, Jeanette	2/24/2020	5155998	Accounts
00398739	Ragan, Jacalyn	2/24/2020	5155697	Strategic Technology Solutions
00125339	Rafn, Sonya	2/24/2020	5155645	Strategic Technology Solutions
00142716	Purdom, Russell	2/24/2020	5156083	Strategic Technology Solutions
00425840	Kelly, Michael	2/24/2020	5155949	Strategic Technology Solutions

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00150593	King, Terri	2/24/2020	5154842	Accounts
00445610	Bare, Joshua	2/24/2020	5155883	Accounts
00115185	Le, Tuan	2/24/2020	5155383	Accounts
00503104	Kohn, Lisa	2/24/2020	5154883	Strategic Technology Solutions
00403961	Lane, Brian	2/24/2020	5155711	Strategic Technology Solutions
00508866	Rhodes, Anthony	2/24/2020	5156463	Strategic Technology Solutions
00490743	Diefenbach, Dustin	2/24/2020	5156782	Strategic Technology Solutions
00506205	Turbeville, William	2/24/2020	5156614	Office of the Inspector General
00474054	Parsons, Amy	2/24/2020	5156014	Accounts
00549164	Skotte, Ian	2/24/2020	5156453	Benefits Administration
00463067	Bartoszek, Paul	2/24/2020	5155687	Strategic Technology Solutions
00505950	Seay, Rena	2/24/2020	5156466	Accounts
00101438	Hughes, Pamela	2/24/2020	5156285	Accounts
00137973	Barrett, Wanda	2/24/2020	5155961	Accounts
00496573	Cicatelli, Gina	2/24/2020	5156667	Strategic Technology Solutions
00484581	Sitterle, William	2/24/2020	5156500	Strategic Technology Solutions
00119144	Farag, Shara	2/24/2020	5155358	Strategic Technology Solutions
00131521	Claud, Charles	2/24/2020	5155762	Strategic Technology Solutions
00411989	Boyette, Alicia	2/24/2020	5156412	Accounts
00420401	Guethlein, John	2/24/2020	5155923	Strategic Technology Solutions
00123043	Retta, Tadesse	2/24/2020	5155556	Accounts
00103576	Gooch, Kelly	2/25/2020	5154948	Strategic Technology Solutions
00131275	Gray, Gary	2/25/2020	5155747	Office of the Inspector General
00422696	Haney, Harold	2/25/2020	5155920	Office of the Inspector General
00132892	Lee, Michael	2/25/2020	5155750	Strategic Technology Solutions
00494257	Chesser, Jennifer	2/25/2020	5156389	Strategic Technology Solutions
00492002	Fields, Kristin	2/25/2020	5156721	Benefits Administration
00450474	Adams, Maria	2/25/2020	5154982	Strategic Technology Solutions
00453477	Johnson, Lindsey	2/25/2020	5154979	Accounts
00480124	Jones, Vaughn	2/25/2020	5156033	Strategic Technology Solutions
00550110	Crothwaite, Grant	2/25/2020	5156851	Accounts
00432154	Dunn, Charles	2/25/2020	5156063	Benefits Administration
00425680	Brown, Katherine	2/25/2020	5155784	Accounts
00114664	Forney, Kelly	2/25/2020	5155321	Office of the Inspector General
00149115	Frame, Tracey	2/25/2020	5155801	Benefits Administration
00118297	Christie, April	2/25/2020	5155463	Accounts
00108183	Dimond, David	2/25/2020	5155084	Strategic Technology Solutions
00531065	Ferguson, Alvin	2/25/2020	5156515	Strategic Technology Solutions
00119573	Collier, Tammie	2/25/2020	5156140	Strategic Technology Solutions
00110765	Lahue, Melissa	2/25/2020	5155227	Accounts
00428308	Collins, Damien	2/25/2020	5156039	Strategic Technology Solutions
00531065	Ferguson, Alvin	2/25/2020	5156515	Strategic Technology Solutions
00392833	Dorn, William	2/25/2020	5155628	Strategic Technology Solutions
00502438	Kizewski, Katelyn	2/25/2020	5156803	Strategic Technology Solutions
00430526	Garrett, Tyler	2/25/2020	5156143	Strategic Technology Solutions
00143714	McGee, Jeff	2/25/2020	5155913	Accounts
00535871	Dishman, Stephen	2/25/2020	5156604	Strategic Technology Solutions
00153390	Groves, Terry	2/25/2020	5155021	Strategic Technology Solutions
00517597	Foreman, Willie	2/25/2020	5156628	Strategic Technology Solutions
00389617	Bryant, Tameka	2/25/2020	5155634	Strategic Technology Solutions
00109785	Chaudhuri, Supti	2/25/2020	5155214	Accounts
00103338	McMillan, Gordon	2/25/2020	5154942	Strategic Technology Solutions
00129969	Goff, Brenda	2/25/2020	5155674	Strategic Technology Solutions
00120697	Deck, Marivic	2/25/2020	5155469	Strategic Technology Solutions
00159973	Duncan, Andrea	2/25/2020	5155436	Accounts
00146088	Sullivan, Timothy	2/25/2020	5156328	Strategic Technology Solutions
00372604	Pence, Damon	2/25/2020	5155455	Strategic Technology Solutions
00126451	Tyler, Christopher	2/25/2020	5155572	Strategic Technology Solutions
00509157	Turner, Andrew	2/25/2020	5156699	Accounts
00105883	Trimble, Teresa	2/25/2020	5155080	Accounts
00397003	Stedry, Stephanie	2/25/2020	5156255	Benefits Administration
00126470	Taylor, Andrea	2/25/2020	5155574	Accounts
00504703	Payne, Melba	2/25/2020	5156498	Strategic Technology Solutions
00372644	Szyper, Steven	2/25/2020	5155456	Strategic Technology Solutions
00140653	Truett, Connie	2/25/2020	5156101	Accounts
00114016	Starnes, Anthony	2/25/2020	5155234	Strategic Technology Solutions
00489013	Prokop, Leanne	2/25/2020	5156397	Strategic Technology Solutions
00411385	Soneck, Barbara	2/25/2020	5155721	Accounts
00460541	Dubin, Linda	2/25/2020	5156697	Strategic Technology Solutions
00130080	Redmond, Carol	2/25/2020	5155731	Accounts

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00373575	Reynolds, Brian	2/25/2020	5155520	Strategic Technology Solutions
00414109	Shaneyfelt, Ashleigh	2/25/2020	5156170	Strategic Technology Solutions
00534137	Porter, Kristina	2/25/2020	5156551	Benefits Administration
00138623	Yebuah, Eric	2/25/2020	5155991	Accounts
00471864	Wisniewski, January	2/25/2020	5155882	Strategic Technology Solutions
00159226	Worley, Tammy	2/25/2020	5155125	Accounts
00149785	Warren, Jeffrey	2/25/2020	5154841	Accounts
00452716	Morley, Mia	2/25/2020	5154964	Accounts
00396408	Woodruff, Elvin	2/25/2020	5155619	Strategic Technology Solutions
00544365	Yaogho, Yidi	2/25/2020	5156575	Accounts
00140334	Owen, Samuel	2/25/2020	5156078	Strategic Technology Solutions
00447798	Pate, Kaylah	2/25/2020	5156167	Office of the Inspector General
00486325	Wesley, Thomas	2/25/2020	5156639	Strategic Technology Solutions
00138489	Weeks, John	2/25/2020	5155984	Strategic Technology Solutions
00545382	Onaade, Waslu	2/25/2020	5156486	Strategic Technology Solutions
00533506	Hughson, Michael	2/26/2020	5156220	Strategic Technology Solutions
00134767	Hicks, Sharon	2/26/2020	5155876	Accounts
00488527	Johnson, Timothy	2/26/2020	5156733	Strategic Technology Solutions
00550234	Jones, Brian	2/26/2020	5156408	Strategic Technology Solutions
00452864	Hickman, Grover	2/26/2020	5156165	Strategic Technology Solutions
00136957	Pugh, Terry	2/26/2020	5155981	Strategic Technology Solutions
00510426	Harris, Armond	2/26/2020	5156658	Accounts
00163616	Rehder, Karl	2/26/2020	5155205	Strategic Technology Solutions
00139104	Pogue, Daniel	2/26/2020	5155977	Strategic Technology Solutions
00108802	Oviedo, Juan	2/26/2020	5155164	Strategic Technology Solutions
00550515	Juan, Alejandro	2/26/2020	5156444	Accounts
00507394	Love, Justin	2/26/2020	5156672	Strategic Technology Solutions
00131687	Pack, Robert	2/26/2020	5155768	Strategic Technology Solutions
00100892	Keller, Robbie	2/26/2020	5156277	Accounts
00142389	Lewis, Terry	2/26/2020	5156111	Accounts
00515398	Halliburton, Elizabeth	2/26/2020	5156715	Accounts
00151086	Frazier, Jackie	2/26/2020	5154856	Accounts
00159753	Kirby, Stephen	2/26/2020	5155109	Accounts
00550577	Patel, Jay	2/26/2020	5156558	Strategic Technology Solutions
00107397	Lane, Matthew	2/26/2020	5155083	Strategic Technology Solutions
00125797	Jones, Melissa	2/26/2020	5155585	Strategic Technology Solutions
00432871	Swaffer, Ann	2/26/2020	5156161	Strategic Technology Solutions
00158759	Adkins, Johnny	2/26/2020	5155192	Strategic Technology Solutions
00126214	Ayers, Marty	2/26/2020	5155652	Strategic Technology Solutions
00543317	Azman, Mary	2/26/2020	5156637	Strategic Technology Solutions
00528441	Azmy, Noura	2/26/2020	5156644	Accounts
00506775	Baynes, Amy	2/26/2020	5156626	Office of Criminal Justice Program
00334551	Bezawada, Vinay	2/26/2020	5155525	Accounts
00530396	Blankenship, Brent	2/26/2020	5156459	Strategic Technology Solutions
00419904	Brown, Sandra	2/26/2020	5155926	Accounts
00121842	Buchanan, Timothy	2/26/2020	5155488	Strategic Technology Solutions
00492728	Buck, Allen	2/26/2020	5156729	Strategic Technology Solutions
00138594	Cansler, Cody	2/26/2020	5155989	Strategic Technology Solutions
00102795	Caro, Timothy	2/26/2020	5154935	Strategic Technology Solutions
00103322	Clifton, David	2/26/2020	5154941	Strategic Technology Solutions
00410385	French, Susan	2/26/2020	5155825	Office of Criminal Justice Program
00135328	Martin, Dorothy	2/26/2020	5156057	Accounts
00111132	Guthrie, Kathleen	2/26/2020	5155162	Strategic Technology Solutions
00145616	Seay, Effie	2/26/2020	5156214	Strategic Technology Solutions
00493867	Glenn, Sandra	2/26/2020	5156428	Strategic Technology Solutions
00151903	Simmons, Bridget	2/26/2020	5154858	Strategic Technology Solutions
00135382	Singleton, John	2/26/2020	5155862	Strategic Technology Solutions
00136048	Davis, Margaret	2/26/2020	5155857	Office of the Inspector General
00544246	Garrison, William	2/26/2020	5156550	Strategic Technology Solutions
00407792	Davis, Stevan	2/26/2020	5155805	Strategic Technology Solutions
00475663	French, Richard	2/26/2020	5154995	Strategic Technology Solutions
00549793	Garton, Joshua	2/26/2020	5156488	Strategic Technology Solutions
00147588	Foster, James	2/26/2020	5156320	Strategic Technology Solutions
00107515	Flynn, Michelle	2/26/2020	5155131	Strategic Technology Solutions
00402938	Nazario, Nestor	2/26/2020	5155718	Office of the Inspector General
00489570	Scott, Jackson	2/26/2020	5156734	Strategic Technology Solutions
00333245	Gates, Allen	2/26/2020	5156075	Strategic Technology Solutions
00123821	Neil, Simon	2/26/2020	5155558	Strategic Technology Solutions
00356668	Molstad, Kristine	2/26/2020	5155364	Benefits Administration
00543262	Hutchison, Cecil	2/27/2020	5156610	Strategic Technology Solutions

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00450230	Young, Denise	2/27/2020	5154969	Accounts
00487884	Daqqaq, Arwa	2/27/2020	5156504	Strategic Technology Solutions
00509702	Bennett, Rebecca	2/27/2020	5156377	Strategic Technology Solutions
00112600	Johnson, Jason	2/27/2020	5155290	Strategic Technology Solutions
00535103	Reynolds, Jesse	2/27/2020	5156400	Strategic Technology Solutions
00138463	Jones, Randall	2/27/2020	5155982	Strategic Technology Solutions
00139513	Lyle, Thomas	2/27/2020	5155994	Strategic Technology Solutions
00154429	Bryson, Regina	2/27/2020	5154865	Strategic Technology Solutions
00428678	Yates, Glenn	2/27/2020	5156139	Strategic Technology Solutions
00546803	Lambert, Andrea	2/27/2020	5156482	Strategic Technology Solutions
00151512	Tesfaye, Mekbib	2/27/2020	5154848	Strategic Technology Solutions
00158631	Raines, Randy	2/27/2020	5155186	Strategic Technology Solutions
00473049	Hammock, Angela	2/27/2020	5156024	Strategic Technology Solutions
00334846	Foster, Nancy	2/27/2020	5155329	Office of the Inspector General
00114100	Neubert, Eugene	2/27/2020	5155244	Administration
00156975	Hamner, Brenda	2/27/2020	5155087	Benefits Administration
00125317	Romero, April	2/27/2020	5155706	Strategic Technology Solutions
00516354	Johnson, Natasha	2/27/2020	5156355	Accounts
00152542	Parham, Guy	2/27/2020	5155016	Strategic Technology Solutions
00411862	Simmons, Chris	2/27/2020	5155796	Strategic Technology Solutions
00450432	Haygood, Brady	2/27/2020	5155786	Strategic Technology Solutions
00127008	Hanna, Nermien	2/27/2020	5155653	Strategic Technology Solutions
00490751	Bullock, Stephen	2/27/2020	5156808	Strategic Technology Solutions
00466722	Caruso, Michael	2/27/2020	5155772	Strategic Technology Solutions
00494244	Gardner, LaShunda	2/27/2020	5156388	Strategic Technology Solutions
00493301	Hawkersmith, Mary	2/27/2020	5156787	Strategic Technology Solutions
00131738	Campeau, David	2/27/2020	5155737	Strategic Technology Solutions
00525274	Patel, Shreyakumari	2/27/2020	5158841	Accounts
00407791	Campbell, Lauren	2/27/2020	5155880	Strategic Technology Solutions
00113998	Moore, Teresa	2/27/2020	5155232	Accounts
00144938	Waller, Brian	2/27/2020	5156302	Strategic Technology Solutions
00420495	Gallinari, Peter	2/27/2020	5155936	Strategic Technology Solutions
00529725	Patel, Bakuleshkumar	2/27/2020	5156619	Strategic Technology Solutions
00522557	Kambic, Frederick	2/27/2020	5156836	Strategic Technology Solutions
00128366	Rock, David	2/27/2020	5155673	Strategic Technology Solutions
00130715	Hackney, Charles	2/27/2020	5155760	Strategic Technology Solutions
00430538	Boutot, Savita	2/27/2020	5156144	Strategic Technology Solutions
00155991	Lamar, Thomas	2/27/2020	5155032	Strategic Technology Solutions
00130963	Horsley, Melissa	2/27/2020	5155766	Benefits Administration
00159207	Phillips, Clyde	2/27/2020	5155119	Strategic Technology Solutions
00102115	Spragg, Thomas	2/27/2020	5156300	Strategic Technology Solutions
00103844	Gupta, Shalini	2/27/2020	5154953	Strategic Technology Solutions
00103389	Ferguson, John	2/27/2020	5154944	Strategic Technology Solutions
00153439	Blackwell, Sandra	2/27/2020	5156379	Accounts
00159589	Stiehl, Matthew	2/27/2020	5155197	Strategic Technology Solutions
00410831	Aubuchon, Lori	2/27/2020	5155809	Accounts
00487247	Eitzen, Howard	2/27/2020	5154908	Strategic Technology Solutions
00466396	Fears, Chris	2/27/2020	5155410	Administration
00502932	Evans, Claire	2/27/2020	5154885	Accounts
00466684	Ferguson, Ivan	2/27/2020	5155771	Strategic Technology Solutions
00125607	Swaney, David	2/27/2020	5155566	Strategic Technology Solutions
00115143	Russell, Tameka	2/27/2020	5155382	Accounts
00442333	Boyer, Scott	2/27/2020	5156065	Strategic Technology Solutions
00512409	Swor, Richard	2/27/2020	5156646	Strategic Technology Solutions
00140026	Dill, Susan	2/27/2020	5156117	Strategic Technology Solutions
00101749	Mansour, Mary	2/27/2020	5156289	Accounts
00104100	Sowell, Sabrina	2/27/2020	5154951	Accounts
00158294	Dodge, Melissa	2/27/2020	5156708	Strategic Technology Solutions
00136551	Oakes, James	2/27/2020	5155843	Strategic Technology Solutions
00129495	Morgan, Sarah	2/27/2020	5155659	Accounts
00216538	Thomason, Pamela	2/28/2020	5155283	Accounts
00536667	Perry, Jameka	2/28/2020	5156650	Strategic Technology Solutions
00148922	Terry, Jeffery	2/28/2020	5156306	Strategic Technology Solutions
00493616	Gilbert, Millie	2/28/2020	5156592	Strategic Technology Solutions
00101473	Tattarelli, Richard	2/28/2020	5156287	Strategic Technology Solutions
00153134	Richardson-Davis, Theresa	2/28/2020	5154889	Strategic Technology Solutions
00112671	Stanfill, Catherine	2/28/2020	5155299	Strategic Technology Solutions
00438796	Lee, John	2/28/2020	5156077	Accounts
00466723	Freeman, Keely	2/28/2020	5155773	Strategic Technology Solutions
00530713	Ragan, Jennings	2/28/2020	5156134	Administration

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00486170	Baker, Scott	2/28/2020	5154911	Strategic Technology Solutions
00492521	Kohler, Jonathan	2/28/2020	5156666	Strategic Technology Solutions
00101484	Duncan, Douglass	2/28/2020	5156279	Strategic Technology Solutions
00110922	Thomas, Toni	2/28/2020	5155146	Strategic Technology Solutions
00138617	Smith, Lee	2/28/2020	5155990	Strategic Technology Solutions
00466017	Thomas, Ryan	2/28/2020	5155597	Strategic Technology Solutions
00104688	Roark, Vicky	2/28/2020	5154956	Accounts
00541475	Doty, Gregory	2/28/2020	5156605	Strategic Technology Solutions
00473814	Spitzley, James	2/28/2020	5156011	Strategic Technology Solutions
00528845	Hanawalt, Curtis	2/28/2020	5156226	Strategic Technology Solutions
00512981	Zielinski, Leslie	2/28/2020	5156372	Strategic Technology Solutions
00541624	Griffith, John	2/28/2020	5156810	Strategic Technology Solutions
00112961	Minnick, Cynthia	2/28/2020	5155316	Accounts
00145346	Osborne, Thomas	2/28/2020	5156205	Accounts
00380836	Romano, George	2/28/2020	5155538	Strategic Technology Solutions
00119571	Brown, Tracy	2/28/2020	5155402	Accounts
00534224	McInnes, John	2/28/2020	5156479	Strategic Technology Solutions
00103683	Lowe, Melvin	2/28/2020	5154950	Strategic Technology Solutions
00129708	Ransco, Trena	2/28/2020	5155540	Accounts
00473984	Blackstock, Rebecca	2/28/2020	5154984	Accounts
00390437	Betancourt, Deborah	2/28/2020	5155606	Strategic Technology Solutions
00113121	Martin, Mitzi	2/28/2020	5155366	Accounts
00363203	Hedrick, Franklin	2/28/2020	5155423	Strategic Technology Solutions
00512686	Satterwhite, Justin	2/28/2020	5156659	Strategic Technology Solutions
00111357	Sikes, Catherine	2/28/2020	5155213	Accounts
00457802	Goins, Christopher	2/28/2020	5155781	Accounts
00357296	See, Mark	2/28/2020	5155355	Office of the Inspector General
00493190	Gopalsamy, Vani	2/28/2020	5156830	Strategic Technology Solutions
00103059	Wade, Wanda	2/28/2020	5154972	Strategic Technology Solutions
00111082	Case, William	2/28/2020	5155159	Strategic Technology Solutions
00429289	Roe, Sylvia	2/28/2020	5156042	Accounts
00532748	Miller, Lela	2/28/2020	5156840	Strategic Technology Solutions
00148338	Biggs, Susan	2/28/2020	5156317	Strategic Technology Solutions
00530679	Paladugu, Parvati	2/28/2020	5156126	Strategic Technology Solutions
00492690	Van Voris, Paul	2/28/2020	5156710	Strategic Technology Solutions
00350875	Beard, Brian	2/28/2020	5155623	Strategic Technology Solutions
00471296	Chaffield, Jeromy	2/28/2020	5155592	Accounts
00163038	Wilberger, Jeremy	2/28/2020	5155252	Strategic Technology Solutions
00110444	Atherton, Alan	2/28/2020	5155206	Strategic Technology Solutions
00403453	Thomas, Blake	2/29/2020	5155705	Strategic Technology Solutions
00108662	Stanford, Mark	2/29/2020	5155070	Strategic Technology Solutions
00483567	Lopez, Alejandro	2/29/2020	5156611	Strategic Technology Solutions
00113148	Fiumara, Joseph	2/29/2020	5155229	Strategic Technology Solutions
00158431	Sneed, Teresa	3/2/2020	5155123	Office of Criminal Justice Program
00130903	Jaquish, Mark	3/2/2020	5155765	Accounts
00395134	Kline, Cynthia	3/2/2020	5155631	Strategic Technology Solutions
00105566	Hernandez, Michelle	3/2/2020	5156792	Accounts
00544892	Bagsic, Francis Arjae	3/2/2020	5156621	Strategic Technology Solutions
00509707	Jay, Tyrone	3/2/2020	5156801	Strategic Technology Solutions
00101858	Suror, Salwa	3/2/2020	5156290	Accounts
00450430	Knowles, Kristin	3/2/2020	5155898	Strategic Technology Solutions
00110695	Blair, Sharon	3/2/2020	5155219	Strategic Technology Solutions
00105279	Etheridge, Jamie	3/2/2020	5155058	Strategic Technology Solutions
00105279	Etheridge, Jamie	3/2/2020	5155058	Strategic Technology Solutions
00110048	Staten, Karen	3/2/2020	5155140	Strategic Technology Solutions
00153037	Fawver, Carol	3/2/2020	5155827	Accounts
00492635	Steele, Steven	3/2/2020	5156687	Strategic Technology Solutions
00267010	Stewart, Heath	3/2/2020	5154968	Strategic Technology Solutions
00146954	Harmon, Kimberly	3/2/2020	5156329	Office of the Inspector General
00525752	Hinman, Barbara	3/2/2020	5156654	Accounts
00136231	Pinhal, Lori	3/2/2020	5155866	Strategic Technology Solutions
00112523	Jordan, Shontell	3/2/2020	5155238	Administration
00397397	Jackson, Harold	3/2/2020	5155691	Accounts
00126953	Bocci, Linda	3/2/2020	5155650	Strategic Technology Solutions
00129286	Spurgeon, Bobby	3/2/2020	5155730	Strategic Technology Solutions
00536149	Dugard, Gregory	3/2/2020	5156651	Office of the Inspector General
00492090	Wersom, Lidy	3/2/2020	5156235	Accounts
00111477	Briley, Kimberly	3/2/2020	5155333	Strategic Technology Solutions
00437001	Philip, Antoin	3/2/2020	5156160	Benefits Administration
00411911	Holland, William	3/2/2020	5155802	Accounts

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00411903	Johnson, Alicia	3/2/2020	5155798	Benefits Administration
00134402	Capps, Kimberly	3/2/2020	5155855	Strategic Technology Solutions
00424705	Hudson, Bradley	3/2/2020	5155932	Strategic Technology Solutions
00372787	Munden, Arlen	3/2/2020	5155519	Accounts
00109355	Lovell, Anne	3/2/2020	5155149	Strategic Technology Solutions
00412120	Warden, Angela	3/2/2020	5155814	Strategic Technology Solutions
00496050	Riley, Laurel	3/2/2020	5156711	Administration
00152495	Willis, Dolores	3/2/2020	5155617	Strategic Technology Solutions
00114385	Lewis, Tara	3/2/2020	5155308	Accounts
00109644	Wallace, Rebecca	3/2/2020	5155211	Accounts
00143382	Coleman, Veronica	3/2/2020	5156219	Accounts
00131170	Bryan, Pamela	3/2/2020	5156613	Strategic Technology Solutions
00509760	Davis, Gregory	3/2/2020	5154886	Accounts
00369382	Clemmons, Jebre	3/2/2020	5155457	Strategic Technology Solutions
00111960	McDougal, Gary	3/2/2020	5155912	Accounts
00496819	Kozjak, Vlasta	3/2/2020	5156602	Strategic Technology Solutions
00532026	Nielson, Andrew	3/2/2020	5156352	Accounts
00120574	Dawson, Natasha	3/2/2020	5156233	Strategic Technology Solutions
00488424	Daniels, Colleen	3/2/2020	5156365	Budget
00136700	Perry, Glenn	3/2/2020	5156096	Accounts
00139268	Davis, Roger	3/3/2020	5155985	Strategic Technology Solutions
00523587	Almond, Richard	3/3/2020	5156440	Office of the Inspector General
00398109	Leavy, Christian	3/3/2020	5156705	Strategic Technology Solutions
00510263	Stewart, Jonathan	3/3/2020	5156796	Strategic Technology Solutions
00108308	Wilder, Thomas	3/3/2020	5155132	Strategic Technology Solutions
00129160	Khana, Nazera	3/3/2020	5155672	Strategic Technology Solutions
00157976	Basutkar, Madan	3/3/2020	5155102	Strategic Technology Solutions
00431712	Harris, Elizabeth	3/3/2020	5156145	Strategic Technology Solutions
00152466	Brons, Troy	3/3/2020	5155012	Strategic Technology Solutions
00536728	Collins, Cody	3/3/2020	5156404	Accounts
00487990	Spence, Tiphani	3/3/2020	5156362	Strategic Technology Solutions
00128301	Newton, Richard	3/3/2020	5155670	Budget
00494711	Seay, Thomas	3/3/2020	5156793	Strategic Technology Solutions
00361191	Rue, Chad	3/3/2020	5155425	Strategic Technology Solutions
00114501	McGaha, Reba	3/3/2020	5155317	Strategic Technology Solutions
00123302	Miller, Tammy	3/3/2020	5155482	Accounts
00114501	McGaha, Reba	3/3/2020	5155317	Strategic Technology Solutions
00141943	Albright, Laurie	3/3/2020	5156082	Strategic Technology Solutions
00161382	Johnson, Travis	3/4/2020	5155113	Strategic Technology Solutions
00525506	Ghobrial, Ossama	3/4/2020	5156241	Accounts
00109947	Jackson, Charles	3/4/2020	5155226	Accounts
00129747	Woods, Sherita	3/4/2020	5155665	Accounts
00100795	Gipson, Kendra	3/4/2020	5156265	Benefits Administration
00100007	Gracia, Brian	3/4/2020	5156269	Strategic Technology Solutions
00152187	Ragan, Russell	3/4/2020	5154875	Strategic Technology Solutions
00506123	Johnson, Katie	3/4/2020	5156584	Accounts
00105972	Zundel, David	3/4/2020	5155129	Accounts
00136489	Langley, Danny	3/4/2020	5155841	Strategic Technology Solutions
00493107	Younan, Ereny	3/4/2020	5156532	Strategic Technology Solutions
00326926	Abernathy, Mingo	3/4/2020	5155720	Strategic Technology Solutions
00134329	MIDHA, ASHOK	3/4/2020	5155852	Accounts
00115144	Midgett, Shanna	3/4/2020	5156068	Strategic Technology Solutions
00157892	Brown, Sonya	3/4/2020	5155100	Strategic Technology Solutions
00535016	Waynick, Roger	3/4/2020	5156534	Administration
00486087	Donyina, Frank	3/4/2020	5156608	Strategic Technology Solutions
00120832	Bond, Nykoyo	3/4/2020	5155475	Strategic Technology Solutions
00523383	Kimbrough, Erica	3/4/2020	5156578	Accounts
00153523	Huffman, Sharon	3/4/2020	5154860	Accounts
00108407	Collier, Elizabeth	3/4/2020	5155136	Strategic Technology Solutions
00517404	Tunjic, Zoran	3/4/2020	5156442	Accounts
00431338	Dowdy, Andrea	3/4/2020	5156138	Benefits Administration
00123428	Parker, Rebecca	3/4/2020	5155527	Strategic Technology Solutions
00422477	Myles, Nakeisha	3/4/2020	5155919	Benefits Administration
00463243	Williams, Ronald	3/5/2020	5154993	Office of Criminal Justice Program
00127200	Watson-Hill, Vanessa	3/5/2020	5155332	Benefits Administration
00469044	Pease, Heather	3/5/2020	5155877	Benefits Administration
00125714	Anderson, Jerri	3/5/2020	5155573	Strategic Technology Solutions
00157683	Bean, Beverly	3/5/2020	5155043	Accounts
00548317	Payne, Christy	3/5/2020	5156518	Accounts
00334717	Harris, Ian	3/5/2020	5155331	Benefits Administration

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00372944	Love, Clifford	3/5/2020	5155449	Strategic Technology Solutions
00113302	Jenkins, Gary	3/5/2020	5155241	Strategic Technology Solutions
00533574	Sumner, Angela	3/5/2020	5156669	Accounts
00536219	Zoccola, Charles	3/5/2020	5156546	Strategic Technology Solutions
00529670	Dunham, Joshua	3/5/2020	5156598	Strategic Technology Solutions
00136036	Adams, William	3/5/2020	5155856	Accounts
00128282	Alexander, Rebecca	3/5/2020	5155668	Strategic Technology Solutions
00366728	Bernard, Leann	3/5/2020	5156153	Strategic Technology Solutions
00494822	Diehl, Andrew	3/5/2020	5156394	Strategic Technology Solutions
00100793	Brawley, Gina	3/5/2020	5156264	Strategic Technology Solutions
00136931	Pennington, Frank	3/5/2020	5155980	Strategic Technology Solutions
00396732	Reynolds, Brenda	3/5/2020	5172263	Accounts
00397030	Warren, Daniel	3/6/2020	5155695	Strategic Technology Solutions
00152502	Owen, Cathy	3/6/2020	5155018	Strategic Technology Solutions
00392929	Lee, Jennifer	3/6/2020	5155615	Strategic Technology Solutions
00504699	Rogers, Michael	3/6/2020	5156497	Strategic Technology Solutions
00530172	Hodges, Monica	3/6/2020	5156513	Volunteer Tennessee
00397028	Beretta, Jonathan	3/6/2020	5155703	Strategic Technology Solutions
00135787	Reed, Joseph	3/6/2020	5155846	Strategic Technology Solutions
00380808	Lunsford, Sarah	3/6/2020	5156695	Strategic Technology Solutions
00111079	Settemires, Matt	3/6/2020	5155158	Strategic Technology Solutions
00107621	Goff, Megan	3/6/2020	5155346	Strategic Technology Solutions
00107349	Manson, Paul	3/6/2020	5155082	Strategic Technology Solutions
00427670	Hall, Melissa	3/6/2020	5155943	Accounts
00534969	Adcock, Cody	3/6/2020	5156634	Strategic Technology Solutions
00134748	Blaylock, Randy	3/6/2020	5155875	Strategic Technology Solutions
00495957	Patel, Karan	3/6/2020	5156769	Strategic Technology Solutions
00105437	Elder, Beverly	3/6/2020	5155055	Strategic Technology Solutions
00106937	Khidir, Hevedar	3/6/2020	5155061	Strategic Technology Solutions
00126526	Kimbro, Lory	3/6/2020	5155582	Strategic Technology Solutions
00514418	King, Owenshana	3/6/2020	5156847	Strategic Technology Solutions
00153906	Neel, John	3/6/2020	5155006	Strategic Technology Solutions
00461626	Ashby, Nathan	3/6/2020	5154983	Strategic Technology Solutions
00532775	Dean, Aaron	3/6/2020	5156841	Strategic Technology Solutions
00452538	Jones, Michael	3/6/2020	5154987	Strategic Technology Solutions
00445780	Baggett, Jason	3/6/2020	5154980	Strategic Technology Solutions
00107017	Muth, Judy	3/6/2020	5155064	Strategic Technology Solutions
00105583	Steele, Gene	3/6/2020	5155057	Strategic Technology Solutions
00108899	Pathianthai, Narisanan	3/6/2020	5155435	Strategic Technology Solutions
00139986	Buchanan, Sherry	3/6/2020	5156112	Benefits Administration
00372189	Jolly, Courtney	3/6/2020	5155928	Strategic Technology Solutions
00466649	Tickle, Jeffrey	3/6/2020	5155770	Strategic Technology Solutions
00515682	Richardson, Michael	3/6/2020	5156239	Strategic Technology Solutions
00152363	Whitefield, Vicky	3/6/2020	5155005	Strategic Technology Solutions
00152622	Krauth, Christopher	3/6/2020	5155020	Strategic Technology Solutions
00471573	Chagnon, Ronald	3/6/2020	5155789	Strategic Technology Solutions
00473990	Bengtson, Kristin	3/6/2020	5154986	Strategic Technology Solutions
00101457	Lukis, Jane	3/6/2020	5156286	Strategic Technology Solutions
00475726	Sogers, Sharba	3/6/2020	5155002	Strategic Technology Solutions
00545696	Davidson, Ebony	3/6/2020	5156415	Benefits Administration
00427997	Benson, Christopher	3/8/2020	5155941	Strategic Technology Solutions
00114859	Worrell, Piper	3/9/2020	5155287	Strategic Technology Solutions
00550113	Romero, Brian	3/9/2020	5156852	Accounts
00419937	Rencher, Michelle	3/9/2020	5174930	Strategic Technology Solutions
00105145	Riggs, Christopher	3/9/2020	5155051	Strategic Technology Solutions
00136841	Cerwinske, Sandra	3/9/2020	5155833	Strategic Technology Solutions
00429651	Curtis, Ginger	3/9/2020	5156044	Strategic Technology Solutions
00154017	Cummins, Terona	3/9/2020	5155011	Accounts
00430803	Thompson, Sarah	3/9/2020	5156159	Accounts
00497539	Jaiteh, Alhaji	3/9/2020	5156823	Accounts
00137805	Pasayan, Drake	3/9/2020	5155988	Accounts
00427292	Alamin, Nasir	3/9/2020	5155956	Strategic Technology Solutions
00398345	Daugherty, Deana	3/9/2020	5155696	Strategic Technology Solutions
00136841	Cerwinske, Sandra	3/9/2020	5155833	Strategic Technology Solutions
00508351	Collier, Sandy	3/9/2020	5156508	Strategic Technology Solutions
00494354	Cantrell, Deborah	3/9/2020	5156426	Strategic Technology Solutions
00524760	Warren, Diaman	3/9/2020	5156629	Office of the Inspector General
00121587	Adkins, Alisa	3/9/2020	5155563	Strategic Technology Solutions
00525674	Braswell, Ernest	3/9/2020	5156223	Strategic Technology Solutions
00550043	Welch, Bridget	3/9/2020	5156524	Strategic Technology Solutions

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00544454	Zimmer, Kara	3/9/2020	5156595	Office of the Inspector General
00102616	Clemens, David	3/9/2020	5154929	Strategic Technology Solutions
00475840	Morgan, Derek	3/9/2020	5154998	Strategic Technology Solutions
00471924	Bannon, Natalie	3/9/2020	5156029	Benefits Administration
00497875	Doyle, David	3/9/2020	5156825	Strategic Technology Solutions
00432659	Green, James	3/9/2020	5156062	Strategic Technology Solutions
00102066	Jefferson, Tami	3/9/2020	5156297	Accounts
00523907	Standridge, Haley	3/9/2020	5156537	Accounts
00487067	Foster, Darren	3/9/2020	5154888	Strategic Technology Solutions
00148643	Smith, Jason	3/9/2020	5156333	Strategic Technology Solutions
00114185	Hicklin, Dana	3/10/2020	5156005	Strategic Technology Solutions
00161960	Robinson, Robin	3/10/2020	5155276	Accounts
00520525	Bowers, Jr, Joseph	3/10/2020	5156346	Office of the Inspector General
00128589	Shounoda, Atef	3/10/2020	5155736	Strategic Technology Solutions
00160135	Wendel, Bretton	3/10/2020	5155173	Strategic Technology Solutions
00125078	Gibson, Christopher	3/10/2020	5155588	Strategic Technology Solutions
00122622	West, Cindy	3/10/2020	5155485	Accounts
00102269	Whitfield, Thomas	3/10/2020	5156294	Accounts
00406106	Roberts, Clancy	3/10/2020	5155725	Strategic Technology Solutions
00246259	Hill, Felenceo	3/10/2020	5155362	Accounts
00490737	Brown, Christopher	3/10/2020	5176343	Strategic Technology Solutions
00114058	Coldwell, Jerry	3/10/2020	5155242	Strategic Technology Solutions
00126545	Williams, Debra	3/10/2020	5155583	Accounts
00523921	Willis, Taylor	3/10/2020	5156538	Accounts
00389204	Carnes, William	3/10/2020	5155598	Accounts
00487528	Aslam, Omer	3/10/2020	5154909	Strategic Technology Solutions
00534442	Myers, Quintwan	3/10/2020	5156035	Office of the Inspector General
00120445	Smotherman, Ray	3/10/2020	5155406	Strategic Technology Solutions
00484909	Drewes, Matthew	3/10/2020	5156569	Strategic Technology Solutions
00130006	Baker, Laurie	3/10/2020	5155676	Strategic Technology Solutions
00153446	Thompson, Brenda	3/10/2020	5155025	Accounts
00139584	Driscoll-Jones, Mary Elizabeth	3/10/2020	5155962	Strategic Technology Solutions
00474274	Glen, Shaunielle	3/10/2020	5156019	Strategic Technology Solutions
00527382	Yavari, Roxana	3/10/2020	5156701	Strategic Technology Solutions
00438575	Kaee, Daniel	3/10/2020	5156073	Strategic Technology Solutions
00161757	Pfeiffer, Leonard	3/10/2020	5155261	Strategic Technology Solutions
00111845	Anderson, Martin	3/10/2020	5155373	Strategic Technology Solutions
00124202	Jones, John	3/10/2020	5155486	Office of the Inspector General
00111050	Potter, Lola	3/10/2020	5155155	Administration
00549050	Jones, Matthew	3/10/2020	5156522	Strategic Technology Solutions
0043891	Primm, Anna	3/10/2020	5155884	Strategic Technology Solutions
00349139	McCoy, Jane	3/10/2020	5155499	Accounts
00118360	Wilson, Oma	3/11/2020	5155467	Strategic Technology Solutions
00492908	Shockley, Sabrina	3/11/2020	5156760	Strategic Technology Solutions
00497396	Spraggins, James	3/11/2020	5156754	Strategic Technology Solutions
00484455	Ralston, Natasha	3/11/2020	5156526	Strategic Technology Solutions
00102043	Arnold, Patricia	3/11/2020	5156296	Strategic Technology Solutions
00552213	Russell, Jill	3/11/2020	5179188	Benefits Administration
00103812	Arnold, Charles	3/11/2020	5155635	Strategic Technology Solutions
00154216	Hadley, Regina	3/11/2020	5155024	Strategic Technology Solutions
00500208	Patel, Radhika	3/11/2020	5156366	Accounts
00513790	Winters, Kayleen	3/11/2020	5156586	Accounts
00114169	Hayden, Yvonne	3/11/2020	5155296	Accounts
00152068	Floyd, Kristann	3/11/2020	5156340	Administration
00488964	Winrow, Kelvin	3/11/2020	5156799	Strategic Technology Solutions
00431373	Brown, Cory	3/11/2020	5156052	Strategic Technology Solutions
00119498	Hasley, Glenda	3/11/2020	5155398	Strategic Technology Solutions
00506476	Saladi, Naga	3/11/2020	5156657	Strategic Technology Solutions
00154866	Elam, Kevin	3/11/2020	5155015	Strategic Technology Solutions
00496025	Hardy, Brittany	3/11/2020	5156802	Office of the Inspector General
00337898	Elam, Shatekia	3/11/2020	5155531	Office of the Inspector General
00122100	Sadik, Eleanor	3/11/2020	5155365	Accounts
00158234	Ryan, Richard	3/11/2020	5155030	Strategic Technology Solutions
00118268	Yu, Minhee	3/11/2020	5155460	Strategic Technology Solutions
00134989	Mayo, Joel	3/11/2020	5155844	Strategic Technology Solutions
00125059	Norris, Jeffery	3/11/2020	5155587	Strategic Technology Solutions
00112541	DeVaney, Timothy	3/11/2020	5155288	Accounts
00518839	Robinson, Kara	3/11/2020	5156837	Strategic Technology Solutions
00526669	Ragland, Thomas	3/11/2020	5178224	Strategic Technology Solutions
00123680	Koch, Deborah	3/11/2020	5155552	Benefits Administration

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00369490	Price, Patricia	3/11/2020	5155509	Strategic Technology Solutions
00491792	Shivalingiah, Deepa	3/11/2020	5156703	Strategic Technology Solutions
00130643	Church, Christopher	3/11/2020	5155757	Strategic Technology Solutions
00494530	Greene, Justin	3/11/2020	5156494	Strategic Technology Solutions
00106399	Gerber, Deborah	3/11/2020	5155074	Office of the Inspector General
00481918	Lord, Rebecca	3/11/2020	5156246	Strategic Technology Solutions
00362793	Taunton, Dennis	3/11/2020	5155421	Strategic Technology Solutions
00160583	Bills, LaKenya	3/11/2020	5156072	Accounts
00101979	Alvarino, Carlos	3/11/2020	5156295	Strategic Technology Solutions
00107346	Griffith, Cheryl	3/11/2020	5155081	Strategic Technology Solutions
00132229	Waddey, James	3/12/2020	5155761	Strategic Technology Solutions
00130368	McWright, James	3/12/2020	5155663	Strategic Technology Solutions
00521791	Puppala, Ramya	3/12/2020	5156677	Strategic Technology Solutions
00517405	Baker, Jacob	3/12/2020	5156467	Accounts
00159920	Berg, Scott	3/12/2020	5155117	Strategic Technology Solutions
00105146	Harbin, Royce	3/12/2020	5155052	Strategic Technology Solutions
00115595	Crow, Amanda	3/12/2020	5155361	Strategic Technology Solutions
00518097	Cross, Amanda	3/12/2020	5156581	Accounts
00541623	Spain, Jacob	3/12/2020	5156738	Strategic Technology Solutions
00108707	Keathley, Jeanne	3/12/2020	5155072	Accounts
00160042	Grove, John	3/12/2020	5155167	Strategic Technology Solutions
00140788	Luna, Regina	3/12/2020	5156114	Accounts
00497391	Carey, Brandon	3/12/2020	5156753	Strategic Technology Solutions
00142278	Painter, Raean	3/12/2020	5156106	Strategic Technology Solutions
00157326	Hafley, William	3/12/2020	5155105	Strategic Technology Solutions
00531411	Fonseca, John	3/12/2020	5156564	Strategic Technology Solutions
00111530	Morin, Donna	3/12/2020	5155223	Accounts
00130967	Griffin, Lance	3/12/2020	5155767	Strategic Technology Solutions
00154713	Scales, Shanesha	3/12/2020	5155009	Accounts
00135982	Cathey, Tina	3/12/2020	5155854	Accounts
00544366	Hart, Cody	3/12/2020	5156576	Strategic Technology Solutions
00130562	Holloman, Carolyn	3/12/2020	5155749	Strategic Technology Solutions
00423153	Sweet, Robin	3/12/2020	5155917	Accounts
00516621	Drake, Stacey	3/12/2020	5156387	Office of the Inspector General
00534456	Nayak, Trupti	3/12/2020	5156119	Strategic Technology Solutions
00142975	Davis, Christopher	3/12/2020	5156199	Strategic Technology Solutions
00371949	Stevens, Mark	3/12/2020	5155445	Accounts
00470553	Kwak, Kyung	3/12/2020	5155686	Accounts
00419808	Reynolds, Kaitlin	3/12/2020	5156124	Budget
00370969	Brinn, Jo	3/12/2020	5155515	Benefits Administration
00116219	Kestner, Kimberly	3/12/2020	5155532	Strategic Technology Solutions
00550218	Pawar, Dipika	3/12/2020	5156520	Strategic Technology Solutions
00134668	Nicely, Donna	3/12/2020	5155870	Accounts
00481443	McFarlane, Morgan	3/13/2020	5174540	Benefits Administration
00125755	Knox, Deborah	3/13/2020	5155578	Strategic Technology Solutions
00431838	Green, Natasha	3/13/2020	5156046	Strategic Technology Solutions
00483658	Peeler, Gina	3/13/2020	5156476	Strategic Technology Solutions
00102383	Kumble, Milind	3/13/2020	5154923	Strategic Technology Solutions
00119304	Shanko, Samuel	3/13/2020	5155476	Strategic Technology Solutions
00140307	Shelton, Donald	3/13/2020	5156084	Accounts
00119304	Shanko, Samuel	3/13/2020	5155476	Strategic Technology Solutions
00478102	Johnson, Jennifer	3/13/2020	5155906	Strategic Technology Solutions
00488988	Massey, Marshall	3/13/2020	5156805	Strategic Technology Solutions
00528580	Tucker, Cody	3/13/2020	5156714	Strategic Technology Solutions
00142477	Gibbs, Jimmy	3/13/2020	5156181	Accounts
00452833	Mountry, Anthony	3/13/2020	5154971	Strategic Technology Solutions
00141499	Tadros, Emad	3/13/2020	5156105	Accounts
00113904	Iaquinta, Annick	3/13/2020	5155320	Strategic Technology Solutions
00135906	Turner, Hardy	3/13/2020	5155849	Strategic Technology Solutions
00414675	Hood, Dustin	3/13/2020	5155829	Strategic Technology Solutions
00100514	Eskander, Nagwa	3/13/2020	5155522	Accounts
00533212	Cain, Michael	3/13/2020	5156503	Strategic Technology Solutions
00141234	Oaks, Donald	3/13/2020	5156090	Strategic Technology Solutions
00159448	Howren, Adam	3/13/2020	5155187	Strategic Technology Solutions
00144205	Campbell, Amy	3/13/2020	5155603	Strategic Technology Solutions
00147382	Higgs, Anthony	3/13/2020	5156307	Strategic Technology Solutions
00143300	Vinson, Philip	3/13/2020	5156211	Strategic Technology Solutions
00456735	Randolph, John	3/13/2020	5155780	Strategic Technology Solutions
00361562	Orr, Jessica	3/13/2020	5155944	Strategic Technology Solutions
00418748	Pressley, Brittany	3/13/2020	5155922	Accounts

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00496064	Apple, Stacey	3/13/2020	5156712	Strategic Technology Solutions
00153855	Mastin, Sherry	3/13/2020	5154881	Strategic Technology Solutions
00495961	Colaco, Adrina	3/13/2020	5156770	Strategic Technology Solutions
00145890	Jones, Varetta	3/13/2020	5156191	Accounts
00159378	Burwell, Anthony	3/14/2020	5155178	Strategic Technology Solutions
00545698	Colona, Zachary	3/16/2020	5156416	Benefits Administration
00512762	Matta, Hanan	3/16/2020	5156257	Accounts
00134896	White, James	3/16/2020	5155840	Strategic Technology Solutions
00140205	Smith, Shannon	3/16/2020	5156184	Accounts
00112359	Harvill, Dean	3/16/2020	5155319	Accounts
00113404	Ross, Randy	3/16/2020	5155293	Accounts
00157813	Shaw, John	3/16/2020	5155091	Accounts
00414712	Williams, Joan	3/16/2020	5155830	Benefits Administration
00134896	White, James	3/16/2020	5155840	Strategic Technology Solutions
00140504	Jones, Tresa	3/16/2020	5156093	Benefits Administration
00120917	Baskin, Steven	3/16/2020	5155403	Accounts
00491809	Hirudayasamy, Anitta Josephin	3/16/2020	5156535	Strategic Technology Solutions
00138232	Smith, Robert	3/16/2020	5155971	Benefits Administration
00130797	Bailey, Kerensa	3/16/2020	5155336	Strategic Technology Solutions
00148490	Haynes, William	3/16/2020	5156327	Accounts
00107062	Whitmire, Clayton	3/16/2020	5155067	Strategic Technology Solutions
00427529	McIntosh, John	3/16/2020	5155506	Strategic Technology Solutions
00497354	Pankey, Karim	3/17/2020	5154919	Strategic Technology Solutions
00152250	Dedmon, Stephanie	3/17/2020	5155510	Strategic Technology Solutions
00489737	Peay, Clifton	3/17/2020	5156739	Administration
00473005	Adegoke-Taylor, Opeoluwa	3/17/2020	5155792	Strategic Technology Solutions
00505865	Hammons, Tamara	3/17/2020	5156583	Strategic Technology Solutions
00342072	Yan, Hong	3/17/2020	5155339	Accounts
00511196	Berry, Chris	3/17/2020	5156567	Strategic Technology Solutions
00493119	Furr, Rena	3/17/2020	5156762	Strategic Technology Solutions
00126396	Buchanan, Marion	3/17/2020	5155568	Strategic Technology Solutions
00497224	Gilliam, Vickie	3/17/2020	5156458	Strategic Technology Solutions
00404036	Simms, Devin	3/17/2020	5155715	Strategic Technology Solutions
00395130	Thomas, David	3/18/2020	5155630	Strategic Technology Solutions
00497249	Churchwell, William	3/18/2020	5156461	Benefits Administration
00130520	Wilder, Kimberly	3/18/2020	5155745	Accounts
00119229	Mallet, Annette	3/18/2020	5155473	Accounts
00485991	Houghton, Stephanie	3/18/2020	5156122	Volunteer Tennessee
00130691	Liles, Teresa	3/18/2020	5155751	Benefits Administration
00156755	Hartlein, Michael	3/18/2020	5155033	Strategic Technology Solutions
00483679	Parker-Wood, Christine	3/18/2020	5154894	Strategic Technology Solutions
00118658	Rehring, David	3/18/2020	5155391	Strategic Technology Solutions
00475757	Pryor, Pamela	3/18/2020	5154992	Strategic Technology Solutions
00123294	Cheung, Michael	3/18/2020	5155481	Accounts
00413094	Bonthalapati, Srisa	3/18/2020	5155812	Strategic Technology Solutions
00114051	Keathley, Deborah	3/18/2020	5155236	Strategic Technology Solutions
00123294	Cheung, Michael	3/18/2020	5155481	Accounts
00516125	Copeland, Donny	3/18/2020	5156248	Strategic Technology Solutions
00528151	Lee, Gary	3/18/2020	5156393	Office of Criminal Justice Program
00150865	Rochelle, Marion	3/18/2020	5154852	Accounts
00152832	Whitehead, Georgia	3/18/2020	5154866	Accounts
00512949	Meinecke, Kasey	3/18/2020	5156678	Administration
00145320	Mostilla Brent, Juritha	3/19/2020	5156402	Accounts
00552217	Roberts, Andrea	3/19/2020	5194117	Benefits Administration
00136675	Biggs, Carol	3/19/2020	5156095	Accounts
00512385	Leverette, James	3/19/2020	5156620	Strategic Technology Solutions
00505885	Vetter, Paula	3/19/2020	5194119	Benefits Administration
00126285	Gamble, Adam	3/19/2020	5155657	Accounts
00552220	Thomas, Jasmine	3/19/2020	5194118	Benefits Administration
00527570	Jablonski, Naomi	3/19/2020	5156510	Strategic Technology Solutions
00157209	Eads, Martha	3/19/2020	5155103	Strategic Technology Solutions
00474300	Smith, Tamsyn	3/19/2020	5154989	Strategic Technology Solutions
00456727	Bane, Teddy	3/19/2020	5156166	Accounts
00371474	Pass, Teresa	3/19/2020	5155447	Strategic Technology Solutions
00113242	Grizzard, Monica	3/19/2020	5155233	Accounts
00534282	Akin, Harley	3/19/2020	5154922	Strategic Technology Solutions
00407932	Lee, Tanya	3/19/2020	5155808	Accounts
00103804	Forrest, Sandra	3/19/2020	5154952	Strategic Technology Solutions
00160662	Williams, Donald	3/19/2020	5155114	Strategic Technology Solutions
00134859	Hammons, Donna	3/20/2020	5155837	Accounts

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00527480	Gebregziabher, Henok	3/20/2020	5156245	Strategic Technology Solutions
00368299	Ulmer, Mary	3/20/2020	5155513	Accounts
00134110	Upchurch, Michael	3/20/2020	5155839	Strategic Technology Solutions
00527068	Klemm, Garry	3/20/2020	5156125	Strategic Technology Solutions
00133798	Hackney, Michelle	3/20/2020	5155864	Strategic Technology Solutions
00475970	Thomas, Barabara	3/20/2020	5156860	Accounts
00141130	Thurman, David	3/20/2020	5156081	Budget
00131164	Suttle, Cordia	3/20/2020	5156839	Accounts
00163685	LeVan, Thomas	3/20/2020	5155247	Strategic Technology Solutions
00135561	Carruth, Frank	3/20/2020	5155873	Strategic Technology Solutions
00388161	Aviles, Donald	3/20/2020	5155544	Strategic Technology Solutions
00129970	McCreary, Robert	3/20/2020	5155675	Accounts
00474467	Roy, Tanusri	3/20/2020	5154996	Accounts
00143592	Burdette, Susan	3/20/2020	5156193	Budget
00109362	Bigach, Jeffrey	3/20/2020	5155428	Strategic Technology Solutions
00514923	Raudry Sanchez, Maura	3/20/2020	5156618	Accounts
00141470	Bahjat, Asma	3/20/2020	5155621	Strategic Technology Solutions
00154708	Green, Melissa	3/20/2020	5155008	Accounts
00552662	Hardin, Jack	3/20/2020	5195368	Strategic Technology Solutions
00112730	Inman, Shay	3/21/2020	5155305	Accounts
00488495	Mengistu, Yared	3/21/2020	5154892	Strategic Technology Solutions
00380957	Jenkins, Michael	3/22/2020	5155533	Accounts
00100076	Kandikonda, Sridevi	3/23/2020	5156271	Strategic Technology Solutions
00506071	Taylor, Robert	3/23/2020	5156800	Strategic Technology Solutions
00428837	Gamache, Charlotte	3/23/2020	5156038	Benefits Administration
00512765	Collier, Katelyn	3/23/2020	5156258	Accounts
00515037	Foley, Mark	3/23/2020	5154915	Accounts
00508032	Coleman, Daniel	3/23/2020	5156242	Strategic Technology Solutions
00507187	Fowler, Archie	3/23/2020	5198298	Strategic Technology Solutions
00546801	Smith, William	3/23/2020	5156481	Accounts
00163597	Smith, Sheri	3/23/2020	5155203	Accounts
00398403	Tosha, Jama	3/23/2020	5155702	Accounts
00114214	Higgins, Elaine	3/23/2020	5155300	Administration
00494159	Monmouth, Lauren	3/23/2020	5156529	Strategic Technology Solutions
00141099	Ragland, Annetta	3/23/2020	5155995	Strategic Technology Solutions
00512324	Arrowood, Darin	3/23/2020	5156662	Strategic Technology Solutions
00112697	Al-hasan, Afeef	3/23/2020	5155302	Strategic Technology Solutions
00430799	Sickmiller, Todd	3/23/2020	5156158	Strategic Technology Solutions
00392249	Isom, Demaro	3/23/2020	5156587	Accounts
00111006	Schuhmann, Alex	3/23/2020	5155154	Budget
00161419	Parisher, Charity	3/23/2020	5155115	Strategic Technology Solutions
00536221	Sewell, Clayton	3/23/2020	5156547	Strategic Technology Solutions
00351524	Giles, John	3/23/2020	5155359	Strategic Technology Solutions
00477071	Howse, Eric	3/24/2020	5156007	Strategic Technology Solutions
00148104	Lane, Malvin	3/24/2020	5156305	Strategic Technology Solutions
00117917	Wilson, David	3/24/2020	5155368	Strategic Technology Solutions
00514798	Makhan, Nisha	3/24/2020	5156373	Accounts
00117638	Berry, Sharon	3/24/2020	5155384	Accounts
00421309	Gooch, Latasha	3/24/2020	5156067	Accounts
00552666	McReynolds, Garrett	3/24/2020	5202809	Strategic Technology Solutions
00143331	Perkins, Samantha	3/24/2020	5156217	Accounts
00130022	Cullen, Carl	3/24/2020	5155728	Accounts
00388910	Sultan, Zahra	3/24/2020	5155602	Accounts
00101680	Moran, Daina	3/24/2020	5156288	Office of Criminal Justice Program
00493105	Briones, Reynald	3/24/2020	5156761	Strategic Technology Solutions
00138400	Nifong, Carolyn	3/24/2020	5155979	Accounts
00137732	Stacy, Candice	3/24/2020	5155986	Budget
00534575	Stewart, Carol	3/24/2020	5201484	Strategic Technology Solutions
00533149	Reed, Christopher	3/25/2020	5156772	Strategic Technology Solutions
00128413	Sullivan, Gary	3/25/2020	5155677	
00161872	Porter, Bryan	3/25/2020	5155267	Strategic Technology Solutions
00394771	Patterson, Lisa	3/25/2020	5155632	Accounts
00147713	Wallace, Bart	3/25/2020	5156326	Strategic Technology Solutions
00104773	Thomas, Cedric	3/25/2020	5154959	Strategic Technology Solutions
00471149	Stewart, Wendy	3/25/2020	5155595	Strategic Technology Solutions
00443892	Manning, Tina	3/25/2020	5155885	Accounts
00430973	Liddle, Brian	3/25/2020	5156163	Strategic Technology Solutions
00497574	Zapata, Ernesto	3/25/2020	5156833	Strategic Technology Solutions
00552638	Henry, Stephanie	3/26/2020	5432843	Accounts
00369664	D'Ovidio, Edward	3/26/2020	5155438	Accounts

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00422479	Allen, Tameka	3/26/2020	5155921	Benefits Administration
00456155	Robinson, Jeong	3/26/2020	5155409	Accounts
00538681	Al-Hasan, Rushdi	3/26/2020	5156702	Strategic Technology Solutions
00138235	Greene, Patsy	3/26/2020	5155972	Accounts
00184385	Clift, Heather	3/26/2020	5155280	Accounts
00396385	Phillips, David	3/26/2020	5155614	Strategic Technology Solutions
00535864	Anderson, Kurt	3/26/2020	5156603	Strategic Technology Solutions
00102722	Kelekay, Atnafu	3/26/2020	5154934	Accounts
00130547	Perry, Edith	3/26/2020	5155746	Accounts
00552204	Carman, Judy	3/26/2020	5434014	Benefits Administration
00552196	Bowman, LaMaria	3/26/2020	5434015	Benefits Administration
00552206	Williams, Eric	3/26/2020	5434013	Benefits Administration
00142416	Allen, Tanya	3/26/2020	5156116	Accounts
00137385	Lowe, Shaye	3/27/2020	5155968	Strategic Technology Solutions
00138960	Massey, Sophia	3/27/2020	5155969	Office of Criminal Justice Program
00160163	Strain, Sheri	3/27/2020	5155175	Accounts
00472424	Davis, Kaitlyn	3/27/2020	5154902	Office of Criminal Justice Program
00146670	Hanna, Habib	3/27/2020	5156311	Accounts
00411794	Porter, Steven	3/27/2020	5155803	Benefits Administration
00357367	Brinkman, Jennifer	3/27/2020	5155354	Office of Criminal Justice Program
00107202	Smith, Jason	3/27/2020	5155076	Office of Criminal Justice Program
00490013	Gilliam, Juandreka	3/27/2020	5156593	Strategic Technology Solutions
00540495	Barnes, Ricky	3/27/2020	5156544	Strategic Technology Solutions
00417783	Eaton, Brandy	3/27/2020	5155924	Office of Criminal Justice Program
00380763	McAnally, Scott	3/27/2020	5155414	Benefits Administration
00131355	Franklin, Alice	3/27/2020	5155753	Strategic Technology Solutions
00110695	Blair, Sharon	3/27/2020	5435464	Strategic Technology Solutions
00422663	Morton, Jeremiah	3/27/2020	5155918	Office of Criminal Justice Program
00489119	Ganesan, Ramachandran	3/27/2020	5156632	Strategic Technology Solutions
00525670	Wisely, Claire	3/27/2020	5156222	Office of Criminal Justice Program
00547210	Knab, Victoria	3/27/2020	5156557	Accounts
00531445	Shrestha, Nirmal	3/27/2020	5156617	Strategic Technology Solutions
00484680	Moten, Sonya	3/27/2020	5156829	Strategic Technology Solutions
00149871	Azer, Hanaa	3/27/2020	5154846	Accounts
00148668	Green, Jeff	3/27/2020	5156334	Strategic Technology Solutions
00100011	Bono, John	3/27/2020	5156270	Accounts
00506684	Pewitt, Dorothy	3/27/2020	5154900	Office of Criminal Justice Program
00429064	Howell, Renee	3/27/2020	5155952	Office of Criminal Justice Program
00126587	Wise, Mark	3/27/2020	5155586	Accounts
00518558	Collins, Darren	3/27/2020	5156527	Strategic Technology Solutions
00472311	Belyew, Amanda	3/27/2020	5155788	Accounts
00344353	Canon, Susan	3/28/2020	5155343	Office of Criminal Justice Program
00430746	Walden, Michael	3/29/2020	5156155	Accounts
00137474	Bagby, Nita	3/29/2020	5155974	Strategic Technology Solutions
00489185	Jackson, William	3/29/2020	5156429	Accounts
00494600	Smith, Caleb	3/30/2020	5156748	Strategic Technology Solutions
00122960	Baker, Ruby	3/30/2020	5155554	Accounts
00162990	Habib, SawSan	3/30/2020	5155680	Accounts
00526174	Smith, Rustin	3/30/2020	5156403	Strategic Technology Solutions
00412040	Corlew, Joanna	3/30/2020	5155800	Accounts
00135592	Klukas, Sandra	3/30/2020	5155958	Benefits Administration
00149010	Siever, Joyce	3/30/2020	5156310	Accounts
00447642	Rhodes, Patrick	3/30/2020	5156178	Strategic Technology Solutions
00431653	Newsom, Adrianna	3/30/2020	5154898	Strategic Technology Solutions
00117013	Vhumisai, Loreen	3/30/2020	5155322	Benefits Administration
00526174	Smith, Rustin	3/30/2020	5156403	Strategic Technology Solutions
00148997	Walton, Margaret	3/30/2020	5156309	Accounts
00132386	Heath, Wendy	3/30/2020	5155764	Office of Criminal Justice Program
00154837	Richardson, William	3/30/2020	5155014	Strategic Technology Solutions
00148208	Hampton, Tonya	3/30/2020	5156308	Accounts
00120027	Watson, Michael	3/30/2020	5155474	Strategic Technology Solutions
00445618	Shaw, Erica	3/30/2020	5156171	Accounts
00121585	Wilson, Gina	3/31/2020	5155420	Accounts
00420338	Nodjak, Paul	3/31/2020	5156047	Strategic Technology Solutions
00530622	Mason, Amy	3/31/2020	5156034	Strategic Technology Solutions
00153943	Telford, Sandra	3/31/2020	5155007	Accounts
00102570	Deshpande, Prasanna	3/31/2020	5154928	Strategic Technology Solutions
00161131	Tavanapour, Mohammad	3/31/2020	5155195	Strategic Technology Solutions
00107672	Krebs, David	3/31/2020	5155137	Accounts
00147527	Demoss, Teresa	3/31/2020	5156315	Accounts

EmplID	Employee Name	Completion DT	Confirmation	Organization
00162674	Tadros, Salib	3/31/2020	5155273	Accounts
00110174	Pearson, Jeffrey	3/31/2020	5155150	Strategic Technology Solutions
00372274	Matta, Srinivas	3/31/2020	5155452	Strategic Technology Solutions
00343297	Weissinger, Darrin	3/31/2020	5155344	Strategic Technology Solutions
00116650	Williams, Clarissa	3/31/2020	5155377	Accounts
00349142	Nunley, Zadle	3/31/2020	5155352	Accounts
00136087	Alford, Felicia	3/31/2020	5155723	Accounts
00474885	Beason, Angela	3/31/2020	5156016	Strategic Technology Solutions
00163609	Niederwerfer, Jenifer	3/31/2020	5155204	Accounts
00506495	Callens, Mandy	3/31/2020	5156660	Accounts
00162257	Pablo, Michael	3/31/2020	5155251	Accounts
00111128	Travis, Michael	3/31/2020	5155161	Accounts
00123086	Coleman, Dorinda	3/31/2020	5155559	Accounts
00138286	Carey, Thomas	3/31/2020	5155975	Accounts
00488842	Traynor, Kim	3/31/2020	5156759	Accounts
00126208	Walden, Brenda	3/31/2020	5155651	Accounts
00103724	Lindsley, Mikhel	3/31/2020	5154946	Accounts
00493355	Williams, Tiffany	3/31/2020	5156683	Strategic Technology Solutions
00502899	Carter, Katrina	3/31/2020	5154882	Accounts
00452004	Bayoh, Kumba	3/31/2020	5156427	Accounts
00502232	Truax, Stephanie	3/31/2020	5156234	Accounts
00534467	Tucker, Art	3/31/2020	5156120	Strategic Technology Solutions
00110954	Bard, Dorothy	3/31/2020	5155151	Accounts
00508292	Verser, Eric	3/31/2020	5156354	Accounts
00408282	Clements, Stuart	3/31/2020	5439620	Strategic Technology Solutions
00410952	VanVoris, Bishakha	3/31/2020	5155824	Accounts
00396464	Turner, Gregory	3/31/2020	5155622	Strategic Technology Solutions
00470292	Miller, Jasmine	3/31/2020	5156555	Accounts
00385778	Tucker, William	3/31/2020	5155539	Strategic Technology Solutions
00485050	Parrott, Jennifer	3/31/2020	5156765	Strategic Technology Solutions
00133512	Cox, Robert	3/31/2020	5155744	Strategic Technology Solutions
00418500	Youssef, Mena	3/31/2020	5155925	Accounts
00545135	Cruz-Osorio, Luz	3/31/2020	5156625	Accounts
00128037	Brooks, Brenda	3/31/2020	5158906	Accounts
00128037	Brooks, Brenda	3/31/2020	5158906	Accounts
00118014	Moore, Stephanie	3/31/2020	5155372	Strategic Technology Solutions
00414110	Malik, Dolly	3/31/2020	5155799	Accounts
00155510	Watkins, John	3/31/2020	5155086	Strategic Technology Solutions
00371950	Bryant, Lacey	3/31/2020	5155446	Accounts
00160403	Layten, Lawrence	3/31/2020	5155199	Strategic Technology Solutions
00477850	Trainer, Heather	3/31/2020	5156468	Accounts
00145618	Thompson, David	3/31/2020	5156216	Strategic Technology Solutions
00123551	Mikheil, Meseld	3/31/2020	5155492	Accounts
00426483	Patel, Pinky	3/31/2020	5439948	Accounts
00148761	McCrary, Juanita	3/31/2020	5155500	Accounts
00146553	Moss, Kimberly	3/31/2020	5156304	Accounts
00142571	Hedge, Lori	3/31/2020	5156554	Accounts
00440510	Wardlow, Rebekah	3/31/2020	5156622	Accounts
00428964	Lowery, Dana	3/31/2020	5156041	Accounts
00156114	Lowe-Harris, Carmen	3/31/2020	5155342	Accounts
00354581	Bayless, Robert	3/31/2020	5156164	Strategic Technology Solutions
00111015	Burden, Susan	3/31/2020	5155776	Accounts
00451459	Daniel, Mary	3/31/2020	5156168	Accounts
00144965	McClain, Valerie	3/31/2020	5155416	Accounts
00552282	Farag, Martina	3/31/2020	5439301	Benefits Administration
00148429	Guthormsen, Amie	3/31/2020	5156323	Budget
00123610	Guthormsen, Jason	3/31/2020	5155495	Strategic Technology Solutions
00428397	Fuqua, Hope	3/31/2020	5155946	Accounts
00101104	Fuller, Gregory	3/31/2020	5156276	Strategic Technology Solutions
00159810	Megwa, Charles	3/31/2020	5155111	Accounts
00130614	Jones, Tammy	3/31/2020	5155756	Strategic Technology Solutions
00138919	Woodall, Maria	3/31/2020	5155966	Accounts
00115849	Hager, Milton	3/31/2020	5155379	Accounts
00372599	Schroeder, Milton	3/31/2020	5155454	Strategic Technology Solutions
00145734	Hamdorff, James	3/31/2020	5156186	Benefits Administration
00113293	Staley, James	3/31/2020	5155240	Accounts
00487246	Elias, Desalegn	3/31/2020	5156645	Accounts
00449955	Pond, Rebecca	3/31/2020	5155775	Strategic Technology Solutions
00161801	Jacobs, John	3/31/2020	5155264	Strategic Technology Solutions
00523930	Saleh, Gehan	3/31/2020	5156539	Accounts

EmplID	Employee Name	Completion DT	Confirmation	Organization
00150462	Fahmy, Teriz	3/31/2020	5156339	Accounts
00405670	Ibrahim, Bassem	3/31/2020	5155714	Accounts
00115878	Fahim, Mohsen	3/31/2020	5155381	Accounts
00404597	Thomas, Bobby	3/31/2020	5156807	Accounts
00112823	Wise, Lana	3/31/2020	5155310	Accounts
00136260	Harris, Cindy	3/31/2020	5155869	Accounts
00494914	Huston, Brandie	3/31/2020	5156380	Accounts
00103162	Bair, Julie	3/31/2020	5154936	Accounts
00158653	Harris, Johanna	3/31/2020	5155360	Strategic Technology Solutions
00155341	Elliott, Olivia	3/31/2020	5155038	Accounts
00118930	Harvell, Pamela	3/31/2020	5155458	Accounts
00160231	Salisbury, Michael	3/31/2020	5155185	Accounts
00136393	Johnson, Robert	3/31/2020	5155959	Strategic Technology Solutions
00149870	Azer, Gad	3/31/2020	5154845	Accounts
00489191	Shinnaberry, Lisa	3/31/2020	5156456	Accounts
00477518	Gonzales, Rachel	3/31/2020	5156015	Accounts
00114449	Yates-Robinson, Lisa	3/31/2020	5155593	Accounts
00105684	Johnson, Cynthia	3/31/2020	5155160	Accounts
00112835	Johnson, Erma	3/31/2020	5155311	Accounts
00157788	Amagiani, Joseph	3/31/2020	5155090	Strategic Technology Solutions
00149209	Johnson, Kimberly	3/31/2020	5154847	Accounts
00550100	Graves, Ryan	3/31/2020	5156849	Accounts
00112588	McKee, Johanna	3/31/2020	5155289	Accounts
00493400	Gray, Susan	3/31/2020	5156689	Strategic Technology Solutions
00125193	Johnson, Paula	3/31/2020	5155640	Accounts
00472407	Gallimore, Chare	3/31/2020	5156030	Accounts
00164266	Avaritt, Kathleen	3/31/2020	5156642	Accounts
00512702	Sealy, Gina	3/31/2020	5156436	Accounts
00378905	Myers, Sean	3/31/2020	5155545	Strategic Technology Solutions
00533775	Neenan, Jennifer	3/31/2020	5156423	Accounts
00159339	Radford, Angela	3/31/2020	5155174	Accounts
00138092	Ghattas, Masoud	3/31/2020	5155964	Accounts
00381276	Gerges, Gamal	3/31/2020	5155534	Accounts
00127680	Smith, Doris	3/31/2020	5155732	Accounts
00113940	Settles, Angela	3/31/2020	5155230	Accounts
00147308	Johnston, David	3/31/2020	5156303	Strategic Technology Solutions
00129871	Jarman, Dawn	3/31/2020	5156684	Accounts
00108711	Gatewood, Charles	3/31/2020	5155073	Strategic Technology Solutions
00467871	Garner, Jade	3/31/2020	5155408	Accounts
00138469	Faulkner, Dianitha	3/31/2020	5155983	Accounts
00457813	Greene, Airen	3/31/2020	5155782	Accounts
00104203	Meshesha, Girma	3/31/2020	5155600	Accounts
00265173	Duke, Shannon	3/31/2020	5155286	Volunteer Tennessee
00501349	Holt, William	3/31/2020	5156256	Strategic Technology Solutions
00481295	Stricklin, Krista	3/31/2020	5155997	Strategic Technology Solutions
00519753	Howard, Mary	3/31/2020	5156441	Accounts
00342043	Ferguson, Laveeta	3/31/2020	5155349	Accounts
00104197	Kirk, Mary	3/31/2020	5154954	Accounts
00516250	Hicks, Joyce	3/31/2020	5156828	Accounts
00398653	Kishko, Tatiana	3/31/2020	5155701	Accounts
00482017	Dukes, Jonathan	3/31/2020	5156561	Accounts
00515678	Donovan, Briana	3/31/2020	5156238	Accounts
00553430	Drayton, Timothy	3/31/2020	5439501	Accounts
00466003	Perry, Janisha	3/31/2020	5155596	Accounts
00437212	Nations, Randolph	3/31/2020	5156070	Accounts
00502020	Hite, Shawna	3/31/2020	5156123	Strategic Technology Solutions
00131063	Sullivan, Tony	3/31/2020	5155739	Accounts
00475926	Hopkins, Paula	3/31/2020	5156025	Strategic Technology Solutions
00124396	Hogan, Rachel	3/31/2020	5155639	Accounts

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Schedule of Federal Financial Assistance
Department of Finance & Administration

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Contractor Detail
Department of Finance and Administration

#	Contractor	Location	Program Name	Description	Funding Source	Contract Funding to Recipient (Ytd)	Contract Period Begin	Contract Period End	Amount	Subrecipient or Vendor	Identify Yes/No	Competitive/Non-Competitive	Assurance Yes/No
25059	HOPE Center, Inc.		SA	Victim Services	SAGP	Federal	01-Jul-15	30-Jun-20	\$31,658.00	Subrecipient	No	Competitive	Yes
25060	Center of Hope		SA	Victim Services	SAGP	Federal	01-Jul-15	30-Jun-20	\$89,173.00	Subrecipient	No	Competitive	Yes
25061	Special Assault Center		SA	Victim Services	SAGP	Federal	01-Jul-15	30-Jun-20	\$221,993.00	Subrecipient	Yes	Competitive	Yes
25062	Genesis House, Inc.		SA	Victim Services	SAGP	Hybrid	01-Jul-15	30-Jun-20	\$51,184.00	Subrecipient	Yes	Competitive	Yes
25063	The University of Tennessee		Training	Criminal Justice Services	JAG	Federal	01-Jul-15	30-Jun-20	\$75,000.00	Subrecipient	No	Competitive	Yes
25064	Community Resources for Justice		Training	Criminal Justice Services	JAG	Federal	01-Jul-15	30-Jun-20	\$136,122.00	Subrecipient	No	Competitive	Yes
25065	HOPE Center, Inc.		Dual	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$109,94.00	Subrecipient	No	Competitive	Yes
25066	Family Resource Agency, Inc.		Dual	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$295,852.00	Subrecipient	No	Competitive	Yes
25067	Metropolitan Government of Nashville and Davidson County		Other V&P Victim Intervention Program	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$460,259.00	Subrecipient	No	Competitive	Yes
25068	YWCA Knoxville and the Tennessee Valley		SA	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$971,997.00	Subrecipient	No	Competitive	Yes
25069	Sexual Assault Center		DV	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$345,168.00	Subrecipient	Yes	Competitive	Yes
25070	W3 Women's Resource Center		SA	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$1,893,231.00	Subrecipient	Yes	Competitive	Yes
25071	Horridale of Sumner, Wilson & Robertson Counties, Inc.		Dual	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$1,951,609.00	Subrecipient	No	Competitive	Yes
25072	You Have the Power - Know How to Survive Sexual Assault		DV	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$973,937.00	Subrecipient	Yes	Competitive	Yes
25073	Perkins Child Care Center for the Prevention of Child Abuse		Training	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$21,862.00	Subrecipient	Yes	Competitive	Yes
25074	TEASE Domestic Violence and Sexual Assault, Inc.		CAC	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$1,278,862.00	Subrecipient	No	Competitive	Yes
25075	Haven of Hope, Inc.		Dual	Victim Services	VOCA	Federal	01-Jul-15	05-Dec-19	\$1,588,560.00	Subrecipient	Yes	Competitive	Yes
25076	Community Health of East Tennessee, Inc.		Dual	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$967,485.00	Subrecipient	Yes	Competitive	Yes
25077	West Tennessee Legal Services, Inc.		DV	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$537,834.00	Subrecipient	Yes	Competitive	Yes
25078	Sexual Assault Center		Legal Aid	Victim Services	STDP	Federal	01-Jul-15	30-Jun-20	\$80,260.00	Subrecipient	Yes	Competitive	Yes
25079	Memphis Area Legal Services, Inc.		SA	Victim Services	STDP	Federal	01-Jul-15	30-Jun-20	\$105,771.00	Subrecipient	Yes	Competitive	Yes
25080	Tennessee and the Cumberland		Legal Aid	Victim Services	STDP	Federal	01-Jul-15	30-Jun-20	\$146,000.00	Subrecipient	No	Competitive	Yes
25081	Child Advocacy Center of the 3rd Judicial District		CAC	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$124,24.00	Subrecipient	No	Competitive	Yes
25082	West Tennessee Legal Services, Inc.		Legal Aid	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$71,940.00	Subrecipient	Yes	Competitive	Yes
25083	SafeSpace, Inc.		DV	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$300,937.00	Subrecipient	No	Competitive	Yes
25084	YWCA Nashville, Middle Tennessee		DV	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$501,632.00	Subrecipient	Yes	Competitive	Yes
25085	Memphis Child Advocacy Center		CAC	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$636,945.00	Subrecipient	Yes	Competitive	Yes
25086	Domestic Violence Program, Inc.		Dual	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$537,982.00	Subrecipient	Yes	Competitive	Yes
25087	Families in Crisis, Inc.		DV	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$446,721.00	Subrecipient	No	Competitive	Yes
25088	Haven House, Inc.		DV	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$589,110.00	Subrecipient	Yes	Competitive	Yes
25089	West Tennessee Legal Services, Inc.		Legal Aid	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$530,883.00	Subrecipient	No	Competitive	Yes
25090	Monroe County Health Council		Other V&P DV	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$984,286.00	Subrecipient	Yes	Competitive	Yes
25091	City of Knoxville		LE-V&P	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$500,712.00	Subrecipient	No	Competitive	Yes
25092	Child Advocacy Center of the 9th Judicial District		CAC	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$179,101.00	Subrecipient	No	Competitive	Yes
25093	Kindred Place		CAC	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$276,224.00	Subrecipient	Yes	Competitive	Yes
25094	Child Advocacy Center of Rutherford County		CAC	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$265,024.00	Subrecipient	No	Competitive	Yes
25095	20th Judicial District Attorney General's Office		WVC	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$506,518.00	Subrecipient	Yes	Competitive	Yes
25096	Catholic Charities of Tennessee		Other V&P	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$263,760.00	Subrecipient	No	Competitive	Yes
25097	Savoy County Government		WVC	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$104,893.00	Subrecipient	No	Competitive	Yes
25098	Legal Aid of East Tennessee		Legal Aid	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$44,000.00	Subrecipient	No	Competitive	Yes
25099	Shelby County Government		SA	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$566,293.00	Subrecipient	No	Competitive	Yes
25100	Heien Ross McElabb Center, Inc.		DV	Victim Services	STDP	Federal	01-Jul-15	30-Jun-20	\$933,947.00	Subrecipient	No	Competitive	Yes
25101	Frontier Health		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$220,689.00	Subrecipient	No	Competitive	Yes
25102	Women's Safe Haven, Inc.		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$200,116.00	Subrecipient	Yes	Competitive	Yes
25103	Sweet's National Center		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$231,652.00	Subrecipient	Yes	Competitive	Yes
25104	Johnson County Safe Haven, Inc.		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$507,944.00	Subrecipient	No	Competitive	Yes
25105	Abuse Alternatives, Inc.		DV	Domestic Violence Shelter Program	FVPSA	Federal	01-Jul-15	30-Jun-20	\$209,303.00	Subrecipient	Yes	Competitive	Yes
25106	Genesis House, Inc.		Training	Domestic Violence Shelter Program	FVPSA	Federal	01-Jul-15	30-Jun-20	\$266,721.00	Subrecipient	No	Competitive	Yes
25107	The University of Tennessee		Training	Victim Services	STDP	Federal	01-Jul-15	30-Jun-20	\$89,822.00	Subrecipient	Yes	Competitive	Yes
25108	City of Memphis		DV-GPS	Criminal Justice Services	JAG	Federal	01-Jul-15	30-Jun-20	\$667,168.00	Subrecipient	No	Competitive	Yes
25109	City of Chattanooga		FAC Navigator	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$40,036.00	Subrecipient	No	Competitive	Yes
25110	Legal Aid of East Tennessee		Legal Aid	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$146,657.00	Subrecipient	No	Competitive	Yes
25111	Pulaski County Government		FAC Navigator	Victim Services	STDP	Federal	01-Jul-15	30-Jun-20	\$171,595.00	Subrecipient	No	Competitive	Yes
25112	Second Life Chattanooga		Other V&P Human Trafficking	Victim Services	VOCA	Federal	01-Jul-15	30-Jun-20	\$249,036.00	Subrecipient	No	Competitive	Yes
25113	Shelby County Government		DV	Domestic Violence Shelter Program	FVPSA	Federal	01-Jul-15	30-Jun-20	\$500,469.00	Subrecipient	No	Competitive	Yes
25114	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25115	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25116	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25117	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25118	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25119	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25120	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25121	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25122	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25123	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25124	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25125	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25126	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25127	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25128	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25129	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25130	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25131	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25132	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25133	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25134	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25135	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25136	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25137	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25138	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25139	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25140	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25141	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25142	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25143	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25144	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25145	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25146	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25147	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25148	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25149	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25150	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25151	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25152	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25153	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25154	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25155	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25156	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25157	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25158	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25159	Monterey County Government		DV	Domestic Violence Program	FVS	State	01-Jul-15	30-Jun-20	\$58,225.00	Subrecipient	No	Competitive	Yes
25160	Monterey County Government		DV										

Contractor Detail
Department of Finance and Administration

#	Contractor	Location	Program Name	Description	Funding Source	Contract Funding Is: Federal/State/Private	Contract Period Begin	Contract Period End	Amount	Subsidiary or Vendor	Advisory Yes/No	Competitive/Non Competitive	Assurance Yes/No
31774	City of Knoxville		Community Crime Prevention	Criminal Justice Services	JAG	Federal	01-Jul-17	30-Jun-20	\$79,403.00	Subrecipient	No	Competitive	Yes
31777	Hamilton County Government		Community Crime Prevention	Criminal Justice Services	JAG	Federal	01-Jul-17	30-Jun-20	\$100,000.00	Subrecipient	No	Competitive	Yes
31953	Avallon Center		Other V2-Traditional Housing	Victim Services	JAG	Federal	01-Jul-17	30-Jun-20	\$92,721.00	Subrecipient	No	Competitive	Yes
31975	Canon County S.A.Y.E		DV	Domestic Violence Program	PFS	State	01-Jul-17	30-Jun-20	\$121,744.00	Subrecipient	Yes	Competitive	Yes
31986	Bridges of Williamson County O&A		Other V2-Transitional Housing	Victim Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$29,397.00	Subrecipient	Yes	Competitive	Yes
32030	Memphis Leadership Foundation		Other V2-Human Trafficking	Victim Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$75,100.00	Subrecipient	No	Competitive	Yes
32033	YWCA Knoxville and the E. Leineweber		Other V2-Respite	Victim Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$149,912.00	Subrecipient	Yes	Competitive	Yes
32035	Agape Child & Family Services		Other V2-Transitional Housing	Victim Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$29,397.00	Subrecipient	No	Competitive	Yes
32037	Volunteer Center of East Tennessee		Pre-Release	Criminal Justice Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$50,000.00	Subrecipient	No	Competitive	Yes
32095	Southside County Government		Pre-Release	Criminal Justice Services	JAG	Federal	01-Jul-17	30-Jun-20	\$95,000.00	Subrecipient	No	Competitive	Yes
32070	Community Coalition Against Human Trafficking		Other V2-Human Trafficking	Victim Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$75,290.00	Subrecipient	No	Competitive	Yes
32072	South Central Human Resource		Pre-Release	Criminal Justice Services	JAG	Federal	01-Jul-17	30-Jun-20	\$95,000.00	Subrecipient	No	Competitive	Yes
32076	Tennessee Association of Chiefs of Police		Training	Criminal Justice Services	JAG	Federal	01-Jul-17	30-Jun-20	\$48,400.00	Subrecipient	No	Competitive	Yes
32077	Rutherford County Government		Pre-Release	Criminal Justice Services	JAG	Federal	01-Jul-17	30-Jun-20	\$61,297.00	Subrecipient	No	Competitive	Yes
32078	City of Jackson		Pre-Release	Criminal Justice Services	JAG	Federal	01-Jul-17	30-Jun-20	\$74,750.00	Subrecipient	No	Competitive	Yes
32081	Madison County Government		Pre-Release	Criminal Justice Services	JAG	Federal	01-Jul-17	30-Jun-20	\$50,000.00	Subrecipient	No	Competitive	Yes
32082	City of Knoxville		Community Crime Prevention	Criminal Justice Services	JAG	Federal	01-Jul-17	30-Jun-20	\$50,000.00	Subrecipient	No	Competitive	Yes
32091	City of Knoxville		Community Crime Prevention	Criminal Justice Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$60,691.00	Subrecipient	No	Competitive	Yes
32093	End Slavery Tennessee		Other V2-Human Trafficking	Victim Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$20,000.00	Subrecipient	No	Competitive	Yes
32094	Change is Possible, Inc.		DV	Victim Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$17,134.00	Subrecipient	Yes	Competitive	Yes
32096	City of Jackson		LE-VSC	Victim Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$43,979.00	Subrecipient	No	Competitive	Yes
32098	Sullivan County Family Justice Center		Dual	Victim Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$24,000.00	Subrecipient	No	Competitive	Yes
32099	Partnership for Child Welfare and Adults, Inc.		Dual	Victim Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$24,000.00	Subrecipient	No	Competitive	Yes
32102	Center of Hope		Dual	Victim Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$1,601,251.00	Subrecipient	Yes	Competitive	Yes
32216	Blount County Government		Other V2-Traditional Housing	Victim Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$196,491.00	Subrecipient	No	Competitive	Yes
32220	Knox County Government		LE-VSC	Victim Services	VOCA	Federal	01-Aug-17	30-Jun-20	\$90,800.00	Subrecipient	No	Competitive	Yes
32242	Memphis Area Division Court		Pre-Release	Criminal Justice Services	JAG	Federal	01-Aug-17	30-Jun-20	\$61,652.00	Subrecipient	No	Competitive	Yes
32345	Memphis Area Division Court		LE-VSC	Victim Services	VOCA	Federal	17-Aug-17	30-Jun-20	\$69,000.00	Subrecipient	No	Competitive	Yes
32348	Hope House		Dual	Victim Services	VOCA	Federal	01-Jul-17	30-Jun-20	\$104,957.00	Subrecipient	No	Competitive	Yes
32318	Safe Haven Deane County		DV	Victim Services	VOCA	Federal	01-Oct-17	30-Jun-20	\$38,000.00	Subrecipient	No	Competitive	Yes
33941	Metropolitan Government of Nashville and Davidson County		Family Reunification Technical Assistance	Victim Services	STOP	Federal	01-Sep-18	30-Jun-20	\$100,000.00	Subrecipient	No	Competitive	Yes
33972	Metropolitan Government of Nashville and Davidson County		HAIST Program	Victim Services	VOCA	Federal	01-Sep-18	30-Jun-20	\$150,000.00	Subrecipient	No	Competitive	Yes
34061	Center of Hope		Shelter Services Expansion	Victim Services	VOCA	Federal	01-Apr-18	30-Jun-20	\$469,553.00	Subrecipient	No	Competitive	Yes
34097	Helen Ross M. Oshroff Center, Inc.		DV	Victim Services	VOCA	Federal	01-Apr-18	30-Jun-20	\$26,338.00	Subrecipient	No	Competitive	Yes
34099	Frontier Health		Dual	Victim Services	VOCA	Federal	01-Apr-18	30-Jun-20	\$130,550.00	Subrecipient	No	Competitive	Yes
34412	Scott County Government		DV	Victim Services	VOCA	Federal	01-Apr-18	30-Jun-20	\$156,513.00	Subrecipient	No	Competitive	Yes
34649	Williamson County Child Advocacy Center		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$96,592.00	Subrecipient	No	Competitive	Yes
34650	Fayette Cares, Inc.		DV	Victim Services	STOP	Federal	01-Jul-18	30-Jun-20	\$75,000.00	Subrecipient	Yes	Competitive	Yes
34677	University of Memphis		Evaluating Alternative Shelter and Domestic Violence Services in Memphis/Shelby County	Victim Services	VOCA	Federal	01-Feb-18	30-Jun-20	\$116,663.00	Subrecipient	No	Competitive	Yes
34697	Robertson County Child Advocacy Center		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$41,150.00	Subrecipient	No	Competitive	Yes
34712	Family and Children's Service		DV	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-20	\$240,832.00	Subrecipient	No	Competitive	Yes
34720	Respite Children's Alliance		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$273,495.00	Subrecipient	No	Competitive	Yes
34734	Quest Center, Inc.		Other V2-Counseling	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-22	\$53,676.00	Subrecipient	Yes	Competitive	Yes
35127	Big Brothers Big Sisters of East Tennessee		VOCA Serving Youth with Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$71,629,220.00	Subrecipient	No	Competitive	Yes
35130	Big Brothers Big Sisters of East Tennessee		VOCA Serving Youth with Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$83,478.00	Subrecipient	No	Competitive	Yes
35132	Big Brothers Big Sisters of Middle Tennessee		VOCA Serving Youth with Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$40,000.00	Subrecipient	No	Competitive	Yes
35143	City of Lewisburg		STOP	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$60,000.00	Subrecipient	No	Competitive	Yes
35315	15th Judicial Circuit Child Advocacy Center		VOCA Serving Youth with Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$60,000.00	Subrecipient	No	Competitive	Yes
35318	Childhelp, Inc.		VOCA Serving Youth with Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$73,827.00	Subrecipient	No	Competitive	Yes
35355	Childhelp, Inc.		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$341,972.00	Subrecipient	No	Competitive	Yes
35359	Children's Advocacy Center of Sullivan County		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$1,87,746.00	Subrecipient	Yes	Competitive	Yes
35360	Child Advocacy Center of Anderson County		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$34,467.00	Subrecipient	No	Competitive	Yes
35361	Council for Alcohol and Drug Abuse Services		VOCA Serving Youth with Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$103,254.00	Subrecipient	No	Competitive	Yes
35364	Campbell County Children's Center		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$143,310.00	Subrecipient	No	Competitive	Yes
35367	CASA Corridor of East Tennessee		VOCA Serving Youth with Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$58,375.00	Subrecipient	No	Competitive	Yes
35368	CASA for Kids, Inc.		Other V2-CASA	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-22	\$60,000.00	Subrecipient	No	Competitive	Yes
35369	CASA Monroe		VOCA Serving Youth with Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$60,000.00	Subrecipient	No	Competitive	Yes
35372	CASA of the Tennessee Heartland		Other V2-CASA	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-22	\$35,000.00	Subrecipient	No	Competitive	Yes

Contractor Detail
Department of Finance and Administration

#	Contractor	Location	Program Name	Description	Funding Source	Contract Funding Is Federal or Hybrid	Contract Period Begin	Contract Period End	Amount	Subrecipient or Vendor	Minority Yes/No	Competitive/ Non Competitive	Assurance Yes/No
25379	Cenclat		VOCA Culturally Specific and Underserved Populations	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$147,665.00	Subrecipient	No	Competitive	Yes
25376	Care Management, Inc.		Other VOCA Elder Abuse	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-22	\$2,015.00	Subrecipient	Yes	Competitive	Yes
25377	Child Advocacy Center and 9th Judicial District		DV	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$19,229.00	Subrecipient	Yes	Competitive	Yes
25378	Children's Center of the Cumberland		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$142,212.00	Subrecipient	Yes	Competitive	Yes
25379	City of Lexington		STOP Domestic Violence and Sexual Assault Law Enforcement	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$54,244.00	Subrecipient	No	Competitive	Yes
25380	City of Johnson City		DV Advocacy Program	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-20	\$97,000.00	Subrecipient	No	Competitive	Yes
25402	Cosmos Business		Immigration Legal Clinic	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$61,719.00	Subrecipient	Yes	Competitive	Yes
25400	Tennessee Coalition to End Domestic and Sexual Violence		Other VOCA Elder Abuse	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$182,388.00	Subrecipient	Yes	Competitive	Yes
25411	FFNY Forward		Other VOCA Elder Abuse	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-22	\$95,417.00	Subrecipient	No	Competitive	Yes
25417	Hamilton County Government		Culturally Specific and Underserved Populations Sexual Trauma Track	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$150,168.00	Subrecipient	No	Competitive	Yes
25447	Children's Advocacy Center of Tennessee		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$169,846.00	Subrecipient	Yes	Competitive	Yes
25480	Healing Hearts Foundation		VOCA Culturally Specific and Underserved Populations	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$94,377.00	Subrecipient	No	Competitive	Yes
25483	You Have the Power, Know How to Use It		Restorative Justice	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$22,794.00	Subrecipient	Yes	Competitive	Yes
25487	CASA, Inc.		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$300,000.00	Subrecipient	No	Competitive	Yes
25488	Rutherford County Government		STOP Domestic Violence and Sexual Assault Law Enforcement	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$56,240.00	Subrecipient	No	Competitive	Yes
25489	Rutherford County Government		Investigations	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$47,030.00	Subrecipient	No	Competitive	Yes
25490	Madison County Government		Public Defender Office and Social Work Services	Criminal Justice Services	JAG	Federal	01-Jul-18	30-Jun-21	\$85,000.00	Subrecipient	No	Competitive	Yes
25492	Shelby County Government		STOP DV LE	Victim Services	STOP	Federal	01-Jul-18	30-Jun-21	\$54,657.00	Subrecipient	No	Competitive	Yes
25494	Franklin-Knox County Community Action Committee		VOCA Culturally Specific and Underserved Populations	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$300,000.00	Subrecipient	No	Competitive	Yes
25496	Marta O'Hryan Center		VOCA Culturally Specific and Underserved Populations	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$300,000.00	Subrecipient	No	Competitive	Yes
25498	Madison County Government		Other VOCA Juvenile Court Advocacy	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$33,252.00	Subrecipient	No	Competitive	Yes
25499	Middle Tennessee State University		Law Enforcement DV/SA Investigator	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$60,000.00	Subrecipient	No	Competitive	Yes
25502	Middle Tennessee State University		VOCA Law Enforcement Victim Coordinator	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$60,046.00	Subrecipient	No	Competitive	Yes
25503	Mid Cumberland Human Resource Agency		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	06-Mar-20	\$169,442.00	Subrecipient	No	Competitive	Yes
25507	Monroe Teaching, Inc.		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$200,000.00	Subrecipient	No	Competitive	Yes
25509	Partnership for Families, Children and Adults		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$244,439.00	Subrecipient	Yes	Competitive	Yes
25512	Scott Associates, Inc.		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$109,326.00	Subrecipient	No	Competitive	Yes
25514	Montgomery County Government		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$43,338.00	Subrecipient	No	Competitive	Yes
25515	Nashville Conflict Resolution Center		Restorative Justice	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$169,979.00	Subrecipient	No	Competitive	Yes
25540	Prevent Child Abuse Tennessee		Other VOCA Juvenile Court Advocacy	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-20	\$48,200.00	Subrecipient	Yes	Competitive	Yes
25544	Sexual Assault Center		SA	Victim Services	VOCA	Federal	06-Aug-18	30-Jun-20	\$53,321.00	Subrecipient	Yes	Competitive	Yes
25548	Seventh Well		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$95,878.00	Subrecipient	No	Competitive	Yes
25556	City of Knoxville		VOCA Serving Youth and Young Adults with Trauma	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$47,070.00	Subrecipient	No	Competitive	Yes
25559	Adley's Place (Summer Child Advocacy Center)		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$35,700.00	Subrecipient	No	Competitive	Yes
25601	Wig Men's Resource and Rape Response Center		SA	Victim Services	STOP	Federal	01-Jul-18	30-Jun-20	\$120,000.00	Subrecipient	No	Competitive	Yes
25602	Madison County Government		STOP DV LE	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$49,250.00	Subrecipient	No	Competitive	Yes
25603	City of Jackson		DV LE	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$60,000.00	Subrecipient	No	Competitive	Yes
25604	City of Jackson		DV	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-20	\$45,287.00	Subrecipient	No	Competitive	Yes
25611	Blount County Children's Advocacy Center		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$16,187.90	Subrecipient	No	Competitive	Yes
25620	Wilson County CASA		Other VOCA Elder Abuse	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-22	\$34,286.00	Subrecipient	Yes	Competitive	Yes
25626	Tennessee Voices for Victims		Culturally Specific and Underserved Populations	Victim Services	VOCA	Federal	20-Jul-18	30-Jun-21	\$4,320.00	Subrecipient	No	Competitive	Yes
25638	Metropolitan Government of Nashville and Davidson County		FC Hangar	Victim Services	VOCA	Federal	30-Jun-20	30-Jun-21	\$140,000.00	Subrecipient	No	Competitive	Yes
25640	Metropolitan Government of Nashville and Davidson County		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$62,480.00	Subrecipient	No	Competitive	Yes
25658	Tennessee Association of Chiefs of Police		Statewide Sexual Assault Training and Technical Assistance for Law Enforcement	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$60,000.00	Subrecipient	No	Competitive	Yes
25664	Young Women's Christian Association of Tennessee		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$300,000.00	Subrecipient	Yes	Competitive	Yes
25666	Sumner County CASA		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$62,654.00	Subrecipient	Yes	Competitive	Yes
25668	Tennessee CASA Association, Inc.		Criminal Justice Services	Victim Services	VOCA	State	01-Jul-18	30-Jun-21	\$51,300.00	Subrecipient	No	Competitive	Yes
25672	Children's Advocacy Center of the Parkland Area		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$120,385.00	Subrecipient	No	Competitive	Yes
25678	Kids Place A Child Advocacy Center		CAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$180,098.00	Subrecipient	No	Competitive	Yes

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Department of Finance and Administration

#	Contractor	Location	Program Name	Description	Funding Source	Contract Funding Is: Federal/State/Other Hybrid	Contract Period Begin	Contract Period End	Amount	Subrecipient or Vendor	Minority Yes/No	Competitive/ Non- Competitive	Accurate Yes/No
35684	Upper Cumberland Child Advocacy Center		CAAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$146,950.00	Subrecipient	Yes	Competitive	Yes
35686	Helena Ross Lybick Center, Inc.		DV	Domestic Violence Shelter Program	VOCA	Federal	01-Jul-18	30-Jun-21	\$87,117.00	Subrecipient	No	Competitive	Yes
35691	Tennessee Child Advocacy, Inc.		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Aug-18	30-Jun-22	\$33,627.00	Subrecipient	No	Competitive	Yes
35693	Tennessee Voices for Children		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$600,000.00	Subrecipient	No	Competitive	Yes
35705	Williamson County CASA		VOCA Law Enforcement Victim Coordinator	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-22	\$60,000.00	Subrecipient	No	Competitive	Yes
35705	University of Memphis		CAAC	Victim Services	VOCA	Federal	15-Aug-18	30-Jun-22	\$173,857.00	Subrecipient	No	Competitive	Yes
35710	Safe Harbor Child Advocacy Center		CAAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$186,463.00	Subrecipient	No	Competitive	Yes
35712	IMADOT Tennessee		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-22	\$93,448.00	Subrecipient	Yes	Competitive	Yes
35717	YMCA of Metropolitan Chattanooga		CAAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$199,998.00	Subrecipient	Yes	Competitive	Yes
35719	Cherokee County Children's Advocacy Center		CAAC	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$43,500.00	Subrecipient	No	Competitive	Yes
35722	City of Chattanooga		VOCA Law Enforcement Victim Coordinator	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$200,000.00	Subrecipient	No	Competitive	Yes
35724	Knoxville Family Justice Center		DV	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-20	\$26,238.00	Subrecipient	No	Competitive	Yes
35736	Madison County Government		VOCA Law Enforcement Victim Coordinator	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$131,546.00	Subrecipient	No	Competitive	Yes
35784	Catholic Charities of Tennessee, Inc.		Other VS-Counseling	Victim Services	VOCA	Federal	01-Jul-18	30-Jun-21	\$270,580.00	Subrecipient	No	Competitive	Yes
35794	Sullivan County Government		STOP Domestic Violence and Sexual Assault Law Enforcement Public Defender Office and Social Worker Program	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$90,000.00	Subrecipient	No	Competitive	Yes
35815	Williamson County Government		WAPACS Domestic Violence Liaison	Criminal Justice Services	JAG	Federal	01-Jul-18	30-Jun-21	\$65,000.00	Subrecipient	No	Competitive	Yes
35872	Metropolitan Nashville Public Schools		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Sep-18	30-Jun-21	\$200,000.00	Subrecipient	No	Competitive	Yes
35878	Shelby County Government		VOCA Victim Coordinator	Victim Services	VOCA	Federal	01-Sep-18	30-Jun-21	\$200,000.00	Subrecipient	No	Competitive	Yes
35878	Rapah Institute		Restorative Justice	Victim Services	VOCA	Federal	01-Sep-18	30-Jun-20	\$41,522.00	Subrecipient	No	Competitive	Yes
35895	Scott County Government		VOCA Victim Coordinator	Victim Services	VOCA	Federal	01-Oct-18	30-Jun-20	\$61,500.00	Subrecipient	No	Competitive	Yes
35921	Gibson County Government		College Campus Sexual Misconduct	Victim Services	STOP	Federal	15-Oct-18	30-Sep-19	\$34,295.00	Subrecipient	No	Competitive	Yes
35931	The University of Tennessee		24th Judicial District Attorney General's Office	Criminal Justice Services	JAG	Federal	15-Nov-18	30-Jun-21	\$73,000.00	Subrecipient	No	Competitive	Yes
35932	Roscoe County Government		Public Defender's Office and Social Worker Program	Criminal Justice Services	JAG	Federal	01-Jul-18	30-Jun-21	\$65,000.00	Subrecipient	No	Competitive	Yes
35993	Scott County Government		WAPACS Domestic Violence Liaison	Victim Services	STOP	Federal	01-Dec-18	30-Jun-21	\$60,000.00	Subrecipient	No	Competitive	Yes
35997	WolMar's Resource and Rape Assistance Program (WRAP)		WAPACS Domestic Violence Liaison	Victim Services	VOCA	Federal	15-Dec-18	30-Jun-21	\$20,000.00	Subrecipient	No	Competitive	Yes
37046	City of Memphis		Prevention and Intervention for At Risk Youth	Criminal Justice Services	JAG	Federal	15-Dec-18	30-Jun-21	\$75,057.00	Subrecipient	No	Competitive	Yes
37067	Williamson County Government		Prevention and Intervention for At Risk Youth	Criminal Justice Services	JAG	Federal	01-Jan-19	30-Jun-21	\$100,000.00	Subrecipient	No	Competitive	Yes
37069	Tennessee Community Services		Prevention and Intervention for At Risk Youth	Criminal Justice Services	JAG	Federal	15-Dec-18	30-Jun-21	\$100,000.00	Subrecipient	No	Competitive	Yes
37220	Sewer County Government		Prevention and Intervention for At Risk Youth	Criminal Justice Services	JAG	Federal	01-Jan-19	30-Jun-21	\$99,000.00	Subrecipient	No	Competitive	Yes
37221	Sewer County Government		Prevention and Intervention for At Risk Youth	Criminal Justice Services	JAG	Federal	01-Jan-19	30-Jun-21	\$100,000.00	Subrecipient	No	Competitive	Yes
37259	CASA of East Tennessee, Inc.		VOCA Volunteer Coordinator (CASA)	Victim Services	VOCA	Federal	01-Jan-19	30-Jun-22	\$65,000.00	Subrecipient	Yes	Competitive	Yes
37294	City of Chattanooga		Prevention and Intervention for At Risk Youth	Criminal Justice Services	JAG	Federal	01-Jan-19	30-Jun-21	\$48,097.00	Subrecipient	No	Competitive	Yes
37295	Shelby County Government		STOP Domestic Violence and Sexual Assault Law Enforcement Investigators	Victim Services	STOP	Federal	01-Jan-19	30-Jun-20	\$43,270.00	Subrecipient	No	Competitive	Yes
37296	CASA of DeKalb County		VOCA Volunteer Coordinator (CASA)	Victim Services	VOCA	Federal	01-Jan-19	30-Jun-22	\$36,767.00	Subrecipient	Yes	Competitive	Yes
37297	CASA of Maury County, Inc.		VOCA Volunteer Coordinator (CASA)	Victim Services	VOCA	Federal	01-Feb-19	30-Jun-22	\$6,046.00	Subrecipient	Yes	Competitive	Yes
37313	CASA of Northeast Tennessee		VOCA Volunteer Coordinator (CASA)	Victim Services	VOCA	Federal	01-Jan-19	30-Jun-22	\$53,396.00	Subrecipient	Yes	Competitive	Yes
37314	CASA of Robertson County		VOCA Volunteer Coordinator (CASA)	Victim Services	VOCA	Federal	01-Jan-19	30-Jun-22	\$36,250.00	Subrecipient	Yes	Competitive	Yes
37320	CASA of Rutherford County		VOCA Volunteer Coordinator (CASA)	Victim Services	VOCA	Federal	01-Jan-19	30-Jun-23	\$44,342.00	Subrecipient	Yes	Competitive	Yes
37342	Shelby County Government		VOCA Victim Coordinator - Elder Abuse and Sexual Assault	Victim Services	VOCA	Federal	01-Jan-19	30-Jun-23	\$93,330.00	Subrecipient	No	Competitive	Yes
37346	Legal Aid Society of Middle Tennessee and the Cumberland		Victim Services Enhancements	Victim Services	VOCA	Federal	15-Feb-19	30-Jun-23	\$601,489.00	Subrecipient	No	Competitive	Yes
37347	Metropolitan Government of Nashville and Davidson County		Prevention and Intervention for At Risk Youth	Criminal Justice Services	VOCA	Federal	01-Feb-19	30-Jun-23	\$200,824.00	Subrecipient	No	Competitive	Yes
37348	Metropolitan Government of Nashville and Davidson County		VOCA Serving Youth and Young Adults with Trauma	Victim Services	VOCA	Federal	01-Feb-19	30-Jun-21	\$130,983.00	Subrecipient	No	Competitive	Yes
37352	Shelby County Government		Prevention and Intervention for At Risk Youth	Criminal Justice Services	JAG	Federal	01-Feb-19	30-Jun-21	\$75,840.00	Subrecipient	No	Competitive	Yes
37353	Shelby County Government		Prosecutor High Intensity Drug Trafficking Area	Criminal Justice Services	JAG	Federal	01-Feb-19	30-Jun-21	\$92,252.00	Subrecipient	No	Competitive	Yes
37360	Anderson County Government		Prevention and Intervention for At Risk Youth	Criminal Justice Services	JAG	Federal	15-Dec-18	30-Jun-21	\$94,227.00	Subrecipient	No	Competitive	Yes
37380	Friends of the Court		Electronic LAR	Victim Services	STOP	Federal	01-Nov-18	30-Jun-20	\$31,000.00	Subrecipient	No	Competitive	Yes
37377	Court of Alcohol and Drug Abuse Services		VOCA Equipment Enhancement	Victim Services	VOCA	Federal	15-Mar-19	30-Sep-19	\$43,130.00	Subrecipient	No	Competitive	Yes

Contractor Detail
Department of Finance and Administration

#	Contractor	Location	Program Name	Description	Funding Source	Contract Funding Lvl: Federal (F)/State (S)/or Hybrid	Contract Period Begin	Contract Period End	Amount	Subrecipient or Vendor	Minority Wb/No Competitive	Competitive/Non Competitive	Assurance Yes/No
37743	YMCA Greater Memphis		VOCA Domestic Violence Shelter Services	Victim Services	VOCA	Federal	05-Mar-19	30-Jun-22	\$622,489.00	Subrecipient	Yes	Competitive	Yes
37752	Legal Aid Society of Middle Tennessee and the Cumberland		Legal Aid Immigration Clinic	Victim Services	VOCA	Federal	01-Mar-19	30-Jun-21	\$393,996.00	Subrecipient	No	Competitive	Yes
37891	Franklin County		Prevention and Intervention for At Risk Youth	Criminal Justice Services	JAG	Federal	01-Dec-18	30-Jun-21	\$100,000.00	Subrecipient	No	Competitive	Yes
38205	Mauritan States Health Alliance		VOCA Sexual Assault Services	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-22	\$159,225.00	Subrecipient	No	Competitive	Yes
38500	4th Judicial District Attorney General's Office		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$65,000.00	Subrecipient	No	Competitive	Yes
38561	7th Judicial District Attorney General's Office		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$65,000.00	Subrecipient	No	Competitive	Yes
38562	10th Judicial District Attorney's Office		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$65,000.00	Subrecipient	No	Competitive	Yes
38563	15th Judicial District Drug Task Force		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$70,000.00	Subrecipient	No	Competitive	Yes
38564	38th Judicial District Attorney General's Office		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$65,000.00	Subrecipient	No	Competitive	Yes
38572	3rd Judicial District Attorney General's Office		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$70,000.00	Subrecipient	No	Competitive	Yes
38575	13th Judicial District Attorney General's Office		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$70,000.00	Subrecipient	No	Competitive	Yes
38577	17th Judicial District Drug Task Force		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$65,000.00	Subrecipient	No	Competitive	Yes
38578	22nd Judicial District Attorney's Office		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$65,000.00	Subrecipient	No	Competitive	Yes
38579	24th Judicial District Drug & Violent Crime Task Force		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$28,000.00	Subrecipient	No	Competitive	Yes
38580	25th Judicial District Attorney General's Office		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$70,000.00	Subrecipient	No	Competitive	Yes
38588	2nd Judicial District Attorney General's Office		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$65,000.00	Subrecipient	No	Competitive	Yes
38589	8th Judicial Drug and Violent Crime		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$65,000.00	Subrecipient	No	Competitive	Yes
38591	9th Judicial District Attorney General's Office		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$70,000.00	Subrecipient	No	Competitive	Yes
38596	12th Judicial District Attorney General's Office		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$70,000.00	Subrecipient	No	Competitive	Yes
38607	20th Judicial District Drug Task Force		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$27,265.00	Subrecipient	No	Competitive	Yes
38608	30th Judicial District Attorney General's Office		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$195,000.00	Subrecipient	No	Competitive	Yes
38609	City of Knoxville		Family Justice Center Project	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$80,000.00	Subrecipient	No	Competitive	Yes
38618	Tennessee Voices for Victims		Mass Violence Planning Grant	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-22	\$31,564.00	Subrecipient	No	Competitive	Yes
38841	Tennessee County Government		Family Justice Center Project	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$80,000.00	Subrecipient	No	Competitive	Yes
38846	1st Judicial District Attorney General's Office		Judicial Drug Task Force	Criminal Justice Services	JAG	Federal	01-Jul-19	30-Jun-22	\$65,000.00	Subrecipient	No	Competitive	Yes
38924	Maury County Government		VOCA Victim Coordinator (County) Continuation	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-25	\$65,000.00	Subrecipient	No	Competitive	Yes
38997	Anderson County Government		VOCA Victim Coordinator (County) / DV Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-23	\$130,000.00	Subrecipient	No	Competitive	Yes
38999	Chatham County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-23	\$49,930.00	Subrecipient	No	Competitive	Yes
39001	Children's Center of the Cumberland		Trauma Informed Therapy Program	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-22	\$40,000.00	Subrecipient	Yes	Competitive	Yes
39002	Clatsop County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-23	\$46,885.00	Subrecipient	No	Competitive	Yes
39005	Lamar County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-23	\$65,000.00	Subrecipient	No	Competitive	Yes
39006	Greene County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-23	\$100,280.00	Subrecipient	No	Competitive	Yes
39007	Coffee County Children's Advocacy Center		Trauma Informed Therapy Program	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-22	\$22,400.00	Subrecipient	No	Competitive	Yes
39008	Dixie County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-23	\$49,930.00	Subrecipient	No	Competitive	Yes
39009	Family Safety Center of Memphis and Shelby County, LLC		VOCA Family Support (Enhancement)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-20	\$75,000.00	Subrecipient	No	Competitive	Yes
39010	Fayette County		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-23	\$49,985.00	Subrecipient	No	Competitive	Yes
39011	Tipton County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-23	\$65,000.00	Subrecipient	No	Competitive	Yes
39012	Jefferson County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-23	\$50,140.00	Subrecipient	No	Competitive	Yes
39014	Knox County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-23	\$65,000.00	Subrecipient	No	Competitive	Yes
39022	Knoxville Family Justice Center		VOCA Navigator (Preexisting Trauma Therapy)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-22	\$40,000.00	Subrecipient	No	Competitive	Yes
39027	VOCA Knoxville and the Tennessee		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-23	\$59,977.00	Subrecipient	Yes	Competitive	Yes
39029	Children's Advocacy Center, LLC		Trauma Informed Therapy Program	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-22	\$39,946.00	Subrecipient	No	Competitive	Yes
39030	Greiger County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-22	\$50,140.00	Subrecipient	No	Competitive	Yes
39032	Partnership for Families Children and Adults, LLC		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-22	\$60,000.00	Subrecipient	Yes	Competitive	Yes
39033	Putnam County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-23	\$56,469.00	Subrecipient	No	Competitive	Yes
39032	Allege Child & Family Services		Domestic Violence 202N Partnership	Victim Services	VOCA	Federal	01-Aug-19	30-Jun-22	\$1,534,665.00	Subrecipient	No	Competitive	Yes
39083	Children's Advocacy Center of Sullivan County		Trauma Informed Therapy Program	Victim Services	VOCA	Federal	01-Jul-19	30-Jun-22	\$40,000.00	Subrecipient	Yes	Competitive	Yes

Contractor Detail

#	Contactor	Location	Program Name	Description	Funding Source	Contract Funding In: Federal/State/Other Hybrid	Contract Period Begin	Contract Period End	Amount	Subrecipient or Vendor	Minority Yes/No	Competitive Yes/No	Assessment Yes/No
30084	Fulton County Government		Family Justice Center Project	Criminal Justice Services	JAG	Federal	01-Jun-19	30-Jun-22	\$90,000.00	Subrecipient	No	Competitive	Yes
30092	Roane County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jun-19	30-Jun-23	\$95,000.00	Subrecipient	No	Competitive	Yes
30093	Sexual Assault Center		VOCA Statewide Sexual Assault Training Grant	Victim Services	VOCA	Federal	01-Jun-19	30-Jun-22	\$305,950.00	Subrecipient	Yes	Competitive	Yes
30094	Sexual Assault Center		Sexual Assault Program	Victim Services	VOCA	Federal	01-Jun-19	30-Jun-21	\$250,000.00	Subrecipient	Yes	Competitive	Yes
30097	Sexual Assault Center		Sexual Assault Program	Victim Services	VOCA	Federal	01-Jun-19	30-Jun-22	\$120,120.00	Subrecipient	Yes	Competitive	Yes
30098	Sevier County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jun-19	30-Jun-23	\$100,800.00	Subrecipient	No	Competitive	Yes
30099	Shelby County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jun-19	30-Jun-23	\$62,844.00	Subrecipient	No	Competitive	Yes
30101	Sullivan County Government		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jun-19	30-Jun-23	\$95,000.00	Subrecipient	No	Competitive	Yes
30105	Volunteer's Resource and Rape Assistance Program (WRAP)		VOCA Training Grant	Victim Services	VOCA	Federal	15-Aug-19	30-Jun-21	\$90,534.00	Subrecipient	No	Competitive	Yes
30106	Volunteer's Resource and Rape Assistance Program (WRAP)		DV PSA	Victim Services	VOCA	Federal	01-Jun-19	30-Jun-22	\$14,401.80	Subrecipient	Yes	Competitive	Yes
30107	West Tennessee Legal Services, Inc.		VOCA Cultural Specific and Addressed Social Justice	Victim Services	VOCA	Federal	01-Jun-19	30-Jun-23	\$464,343.00	Subrecipient	Yes	Competitive	Yes
30108	Warren County		VOCA Victim Coordinator (County)	Victim Services	VOCA	Federal	01-Jun-19	30-Jun-23	\$129,957.00	Subrecipient	No	Competitive	Yes
30251	Family Resource Agency, Inc.		Domestic Violence Shelter Program	Domestic Violence Shelter Program	PNPSA	State	01-Sep-19	17-Apr-20	\$97,500.00	Subrecipient	No	Competitive	Yes
30504	End Slavery Tennessee		Victim Services	Victim Services	VOCA	Federal	20-Aug-19	30-Sep-19	\$18,000.00	Subrecipient	No	Competitive	Yes
30505	Seab County Government		Victim Services	Criminal Justice Services	JAG	Federal	15-Sep-19	30-Jun-21	\$70,169.00	Subrecipient	No	Competitive	Yes
30588	Hamilton County Government		Victim Services	Victim Services	VOCA	Federal	01-Oct-19	30-Jun-21	\$27,700.00	Subrecipient	Yes	Competitive	Yes
30939	Madison County Government		Criminal Justice Services	Criminal Justice Services	JAG	Federal	01-Nov-19	30-Jun-22	\$130,638.00	Subrecipient	No	Competitive	Yes
30940	Sexual Assault Center		Sexual Assault Hotline	Victim Services	VOCA	Federal	01-Nov-19	30-Jun-22	\$51,950.00	Subrecipient	No	Competitive	Yes
30950	David County Government		Victim Services	Victim Services	VOCA	Federal	15-Oct-19	30-Jun-22	\$85,188.00	Subrecipient	Yes	Competitive	Yes
30952	Office of the Sheriff of Davidson County		Victim Services	Criminal Justice Services	JAG	Federal	01-Nov-19	30-Jun-22	\$107,821.00	Subrecipient	No	Competitive	Yes
30953	Lawrence County Government		Victim Services	Victim Services	VOCA	Federal	01-Oct-19	30-Jun-21	\$98,570.00	Subrecipient	No	Competitive	Yes
40287	Metropolitan Government of Nashville and Davidson County		VOCA Law Enforcement Victim Coordinator	Victim Services	VOCA	Federal	01-Oct-19	30-Jun-22	\$69,160.00	Subrecipient	No	Competitive	Yes
41440	Shelby County Government		Shelby County Cure Violence	Victim Services	VOCA	Federal	01-Nov-19	30-Jun-22	\$90,000.00	Subrecipient	No	Competitive	Yes
42215	Tennessee Bureau of Investigation		AFIS Line Charges FY 2018 - FY 2020	AFIS Line Charges	ARS	Federal	12-Jan-20	30-Jun-21	\$41,187.00	Subrecipient	No	Competitive	Yes
42025	Tennessee Chapter of Children's Advocates Centers		CAC	Criminal Justice Services	METH	State	01-Jul-15	30-Jun-20	\$595,400.00	Subrecipient	Yes	Competitive	Yes
46391	Mending Hearts, Inc.		Other Victim Services	Victim Services	Ignition Interlock	State	01-Aug-15	30-Jun-20	\$15,000.00	Subrecipient	Yes	Competitive	Yes
46531	Nashville and Davidson County		State/CAC	Law Enforcement Services	CAC	State	01-Jul-15	30-Jun-21	\$240,000.00	Subrecipient	No	Competitive	Yes
46532	City of Memphis		State/CAC	Law Enforcement Services	CAC	State	01-Jul-15	30-Jun-21	\$240,000.00	Subrecipient	No	Competitive	Yes
46988	Tennessee Bureau of Investigation		State/CAC	Law Enforcement Services	CAC	State	01-Jul-15	30-Jun-21	\$107,700.00	Subrecipient	No	Competitive	Yes
50007	Tennessee Bureau of Investigation		Tennessee Authorized Central Storage Program	Criminal Justice Services	METH	State	01-Jul-15	30-Jun-21	\$9,000.00	Subrecipient	No	Competitive	Yes
50023	Tennessee Coalition to End Domestic Violence		TennCare Academy	Victim Services	TennCareBurs	State	01-Jul-18	30-Jun-21	\$36,000.00	Subrecipient	Yes	Competitive	Yes
50025	Tennessee Coalition to End Domestic Violence		State Coordinating Council	Domestic Violence Services	State Coordinating Council	State	01-Jul-18	30-Jun-21	\$78,800.00	Subrecipient	Yes	Competitive	Yes
61162	Tennessee Department of Correction		Domestic Violence Services	Criminal Justice Services	RSAT	Federal	01-Jun-19	31-Dec-19	\$304,065.37	Subrecipient	No	Competitive	Yes
61371	Tennessee Bureau of Investigation		Domestic Violence Services	Law Enforcement Services	NARP	Federal	01-Mar-20	31-Dec-20	\$553,924.22	Subrecipient	No	Competitive	Yes
61372	Tennessee Administrative Office of the Courts		PPY 2018 MASP - TADS Reporting	Law Enforcement Services	NARP	Federal	01-Mar-19	31-Dec-20	\$7,200.00	Subrecipient	Yes	Competitive	Yes
61639	Tennessee Bureau of Investigation		PPY 2018 State of Tennessee Forensic Science Improvement	Equipment	COERVELL	Federal	01-Apr-19	31-Dec-19	\$109,275.84	Subrecipient	No	Competitive	Yes
61642	Tennessee Department of Health		PPY 2018 State of Tennessee Forensic Science Improvement	Equipment	COERVELL	Federal	01-Apr-19	31-Dec-19	\$246,100.00	Subrecipient	No	Competitive	Yes
61771	Tennessee Administrative Office of the Courts		PPY 2018 NCJIP Subaward - Final Disposition Reporting, Criminal E-Filing, and Domestic Violence	Law Enforcement Services	NCJIP	Federal	15-Apr-19	31-Dec-20	\$188,800.00	Subrecipient	No	Competitive	Yes
61772	Tennessee Bureau of Investigation		PPY 2018 NCJIP Subaward - Improving Access to Final Dispositions of Tennessee's Criminal Justice System	Law Enforcement Services	NCJIP	Federal	15-Apr-19	31-Dec-20	\$936,141.37	Subrecipient	No	Competitive	Yes
62177	Tennessee Sheriff's Association		PP18 Project Safe Neighborhood	Criminal Justice Services	PSN	State	01-Jun-19	30-Jun-21	\$700,210.00	Subrecipient	No	Competitive	Yes
63888	Nashville and Davidson County		PP18 Project Safe Neighborhood	Law Enforcement Services	PSN	Federal	01-Oct-19	30-Sep-21	\$145,000.00	Subrecipient	No	Competitive	Yes
63889	Tennessee Bureau of Investigation		PP18 Project Safe Neighborhood	Law Enforcement Services	PSN	Federal	01-Oct-19	30-Sep-21	\$238,225.00	Subrecipient	No	Competitive	Yes
64093	City of Chattanooga		Project Safe Neighborhood East	Criminal Justice Services	METH	State	01-Oct-19	30-Jun-21	\$53,273.00	Subrecipient	No	Competitive	Yes
64094	City of Chattanooga		Project Safe Neighborhood East	Law Enforcement Services	PSN	Federal	01-Feb-20	30-Jun-21	\$20,000.00	Subrecipient	No	Competitive	Yes
64602	City of Knoxville		Project Safe Neighborhood East	Law Enforcement Services	PSN	State	01-Feb-20	30-Jun-21	\$9,500.00	Subrecipient	No	Competitive	Yes
64603	City of Knoxville		Project Safe Neighborhood East	Law Enforcement Services	PSN	State	01-Feb-20	30-Jun-21	\$9,570.00	Subrecipient	No	Competitive	Yes
64941	Tennessee Administrative Office of the Courts		PP18 State of Tennessee Forensic Science Improvement	PP18 State of Tennessee Forensic Science Improvement	Direct State Appropriation	State	01-Jun-20	30-Jun-21	\$141,524.00	Subrecipient	No	Competitive	Yes
65061	Community Resources for Justice		PP18 State of Tennessee Forensic Science Improvement	PP18 State of Tennessee Forensic Science Improvement	Direct State Appropriation	State	24-Jun-20	30-Jun-21	\$220,386.00	Subrecipient	No	Competitive	Yes

Contractor Detail
Department of Finance and Administration

#	Contractor	Location	Program Name	Description	Funding Source	Contract Funding Is: Federal/State/Private	Contract Period Begin	Contract Period End	Amount	Subrecipient or Vendor	Advisory Yes/No	Competitive/ Non Competitive	Advance Yes/No
65064	Tennessee Bureau of Investigation		FY 2019 State of Tennessee Forensic Science Improvement Program	Equipment	COVERCELL	Federal	01-May-20	30-Dec-20	\$26,999.00	Subrecipient	No	Competitive	Yes
65065	Tennessee Department of Health		Residential Services Abuse Treatment Program FY19	Equipment	COVERCELL	Federal	01-May-20	30-Dec-20	\$48,900.00	Subrecipient	No	Competitive	Yes
65066	Tennessee Department of Correction		FY 2019 - Adult Substance Abuse Treatment Program	Criminal Justice Services	RSAT	Federal	15-Apr-20	30-Jun-21	\$559,167.00	Subrecipient	No	Competitive	Yes
65332	Tennessee Bureau of Investigation		FY 2019 - Adult Substance Abuse Treatment Program	Law Enforcement Services	NCJP	Federal	15-Apr-20	30-Dec-21	\$68,410.00	Subrecipient	No	Competitive	Yes
65333	Tennessee Department of Health		JC Training	Law Enforcement Services	NCJP	Federal	15-Apr-20	30-Dec-21	\$68,410.00	Subrecipient	No	Competitive	Yes
ADJAGUTR	Tennessee Department of Health		Elder Abuse Training	Criminal Justice Services	JAG	Federal	01-Apr-19	30-Sep-19	\$15,692.00	Subrecipient	No	Competitive	Yes
ADJAGUTR	Tennessee Department of Health		Elder Abuse Training	Criminal Justice Services	VOCA	Federal	01-Apr-19	30-Sep-19	\$20,360.00	Subrecipient	No	Competitive	Yes
DAJAGAPRA	Tennessee Department of Health		Paralegal	Criminal Justice Services	JAG	Federal	15-Dec-19	30-Jun-22	\$45,272.00	Subrecipient	No	Competitive	Yes
DAJAGAPRA	Tennessee Department of Health		Paralegal	Criminal Justice Services	VOCA	Federal	15-Dec-19	30-Jun-22	\$45,272.00	Subrecipient	No	Competitive	Yes
DAJSTPPR01	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$59,466.00	Subrecipient	No	Competitive	Yes
DAJSTPPR02	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$109,922.00	Subrecipient	No	Competitive	Yes
DAJSTPPR03	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$129,696.00	Subrecipient	No	Competitive	Yes
DAJSTPPR04	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$77,718.00	Subrecipient	No	Competitive	Yes
DAJSTPPR05	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$71,564.00	Subrecipient	No	Competitive	Yes
DAJSTPPR06	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$75,229.00	Subrecipient	No	Competitive	Yes
DAJSTPPR07	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$78,625.00	Subrecipient	No	Competitive	Yes
DAJSTPPR08	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$82,740.00	Subrecipient	No	Competitive	Yes
DAJSTPPR09	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$94,729.00	Subrecipient	No	Competitive	Yes
DAJSTPPR10	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$78,113.00	Subrecipient	No	Competitive	Yes
DAJSTPPR11	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$44,778.00	Subrecipient	No	Competitive	Yes
DAJSTPPR12	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$128,501.00	Subrecipient	No	Competitive	Yes
DAJSTPPR13	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$56,400.00	Subrecipient	No	Competitive	Yes
DAJSTPPR14	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$69,327.00	Subrecipient	No	Competitive	Yes
DAJSTPPR15	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$59,901.00	Subrecipient	No	Competitive	Yes
DAJSTPPR16	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$137,511.00	Subrecipient	No	Competitive	Yes
DAJSTPPR17	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$159,103.00	Subrecipient	No	Competitive	Yes
DAJSTPPR18	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$116,100.00	Subrecipient	No	Competitive	Yes
DAJSTPPR19	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$34,000.00	Subrecipient	No	Competitive	Yes
DAJSTPPR20	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$91,871.00	Subrecipient	No	Competitive	Yes
DAJSTPPR21	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$200,000.00	Subrecipient	No	Competitive	Yes
DAJSTPPR22	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$26,500.00	Subrecipient	No	Competitive	Yes
DAJSTPPR23	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$500,000.00	Subrecipient	No	Competitive	Yes
DAJSTPPR24	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$340,000.00	Subrecipient	No	Competitive	Yes
DAJSTPPR25	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$46,104.00	Subrecipient	No	Competitive	Yes
DAJSTPPR26	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$77,088.00	Subrecipient	No	Competitive	Yes
DAJSTPPR27	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$44,200.00	Subrecipient	No	Competitive	Yes
DAJSTPPR28	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$150,000.00	Subrecipient	No	Competitive	Yes
DAJSTPPR29	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$250,000.00	Subrecipient	No	Competitive	Yes
DAJSTPPR30	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$136,546.00	Subrecipient	No	Competitive	Yes
DAJSTPPR31	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$136,546.00	Subrecipient	No	Competitive	Yes
DAJSTPPR32	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$500,000.00	Subrecipient	No	Competitive	Yes
DAJSTPPR33	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$136,546.00	Subrecipient	No	Competitive	Yes
DAJSTPPR34	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$71,332.00	Subrecipient	No	Competitive	Yes
DAJSTPPR35	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$136,546.00	Subrecipient	No	Competitive	Yes
DAJSTPPR36	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$129,480.00	Subrecipient	No	Competitive	Yes
DAJSTPPR37	Tennessee Department of Health		Prosecutor	Victim Services	STOP	Federal	01-Jul-18	30-Jun-23	\$500,000.00	Subrecipient	No	Competitive	Yes

Contractor Detail

#	Contractor	Location	Program in Name	Description	Funding Source	Contract Funding & Federal (State/for Hybrid)	Contract Period Begin	Contract Period End	Amount	Subrecipient or Vendor	Industry Yes/No	Competitive/Non-Competitive	Australian Yes/No
NEW	Fort Loudon Medical Center		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Fleming County Community Hospital		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Hancock County Hospital		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$250,000.00	Subrecipient	No	Competitive	Yes
NEW	Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Hawkins County Memorial Hospital		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$469,000.00	Subrecipient	No	Competitive	Yes
NEW	Henderson County Community Hospital		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	01-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Henry County Hospital		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Houston County Community Hospital		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Humphreys County Community Health Services, Inc. Three Rivers		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Johnson County Community Hospital		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Leconte Medical Center		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Lincoln Medical Center		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	01-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Macon Hospital, Inc.		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	01-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Marshall Medical Center (Mary Regional)		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Maury Regional Hospital d.o.b.a. White County Medical Center		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	15-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Morristown-Herndon Healthcare		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Norfolk Children's Home		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	VOCA	Federal	19-May-20	30-Jun-20	\$4,774,000	Subrecipient	No	Competitive	Yes
NEW	Norfolk Medical Center		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Partnership for Families, Children and Adults Inc.		Small and Rural Hospital Healthlines Grant	Victim Services	SASP	Federal	19-May-20	30-Jun-20	\$117,119.00	Subrecipient	Yes	Competitive	Yes
NEW	Partnership for Families, Children and Adults Inc.		Small and Rural Hospital Healthlines Grant	Domestic Violence Shelter Program	PVPSA	State	15-May-20	30-Jun-20	\$89,000.00	Subrecipient	Yes	Competitive	Yes
NEW	Rhea Medical Center		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	01-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Roma Medical Center		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	01-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Sexual Assault Center		Small and Rural Hospital Healthlines Grant	Victim Services	SASP	Federal	19-May-20	30-Jun-20	\$138,546.00	Subrecipient	Yes	Competitive	Yes
NEW	Shelby County Government		Small and Rural Hospital Healthlines Grant	Victim Services	SASP	Federal	19-May-20	30-Jun-20	\$2,000,000.00	Subrecipient	No	Competitive	Yes
NEW	Sweetwater Hospital Association		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$500,000.00	Subrecipient	No	Competitive	Yes
NEW	Sweetwater Hospital Association Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
NEW	Union County Hospital Health d.o.b.a. Mountain States Health Alliance		Small and Rural Hospital Healthlines Grant	Rural Hospital COVID Support	Coronavirus Relief Fund	Federal	20-May-20	30-Jun-20	\$138,546.00	Subrecipient	No	Competitive	Yes
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Contractor Detail

#	Contractor	Location	Program Name	Description	Funding Source	Contract Funding by Federal/State/Other	Contract Period Begin	Contract Period End	Amount	Subrecipient or Vendor	Monthly Yes/No	Competitive/Non Competitive	Assurance Yes/No
41868	Street Grace, Inc.		Human Trafficking Training and Referral	Warm Services	VOCA	Federal	15-Mar-20	30-Jun-21	\$56,860.00	Subrecipient	No	Competitive	Yes
41037	Tennessee Board of Governors		Tennessee Courts (Census)	Census Assistance	STATE	State	01-Apr-20	30-Jun-20	\$10,000.00	Subrecipient	No	Competitive	Yes
41052	Tennessee College of Law Learning and Engagemt.		Tennessee Courts (Census)	Census Assistance	STATE	State	01-Apr-20	30-Jun-20	\$10,000.00	Subrecipient	No	Competitive	Yes
41036	Tennessee College of Applied Technology		Tennessee Courts (Census)	Census Assistance	STATE	State	01-Apr-20	30-Jun-20	\$8,750.00	Subrecipient	No	Competitive	Yes
41034	Tennessee College of Applied Technology		Tennessee Courts (Census)	Census Assistance	STATE	State	01-Apr-20	30-Jun-20	\$6,583.00	Subrecipient	No	Competitive	Yes
41032	Tennessee Immigrant and Refugee Agricultural Workers		Tennessee Courts (Census)	Census Assistance	STATE	State	01-Apr-20	30-Jun-20	\$10,000.00	Subrecipient	Yes	Competitive	Yes
45501	Tennessee Department of Correction		Tennessee Courts (Census)	Census Assistance	STATE	State	01-Apr-20	30-Jun-20	\$10,000.00	Subrecipient	No	Competitive	Yes
TDOCEESFO	Tennessee Department of Correction		COVID-19 Response	COVID-19 Response	GESF	Federal	20-Mar-20	30-Jun-20	\$1,000,000.00	Subrecipient	No	Competitive	Yes
41869	Tennessee Community Services Agency		Public Defender's Office	Criminal Justice Services	JAG	Federal	15-Jun-20	30-Jun-25	\$6,822.00	Subrecipient	No	Competitive	Yes
41304	Asbury Park/Juvenile Child		CAC COVID-19	Warm Services	VOCA	Federal	19-Mar-20	30-Jun-20	\$1,760.00	Subrecipient	No	Competitive	Yes
41303	Bount County Children's Advocacy Center		CAC COVID-19	Warm Services	VOCA	Federal	19-Mar-20	30-Jun-20	\$8,322.00	Subrecipient	No	Competitive	Yes
41278	Child Advocacy Center for the 29th District		CAC COVID-19	Warm Services	VOCA	Federal	19-Mar-20	30-Jun-20	\$13,020.00	Subrecipient	No	Competitive	Yes
41305	Child Advocacy Center of Anderson County Tennessee, Inc.		CAC COVID-19	Warm Services	VOCA	Federal	19-Mar-20	30-Jun-20	\$4,960.00	Subrecipient	No	Competitive	Yes
41309	Child Advocacy Center of Rutherford County Tennessee, Inc.		CAC COVID-19	Warm Services	VOCA	Federal	19-Mar-20	30-Jun-20	\$16,000.00	Subrecipient	Yes	Competitive	Yes
41301	Child Advocacy Center of the 3rd Judicial District		CAC COVID-19	Warm Services	VOCA	Federal	19-Mar-20	30-Jun-20	\$5,000.00	Subrecipient	Yes	Competitive	Yes
41300	Children's Advocacy Center of Coffee County Children's Advocacy Center		CAC COVID-19	Warm Services	VOCA	Federal	19-Mar-20	30-Jun-20	\$5,000.00	Subrecipient	Yes	Competitive	Yes
41306	Memphis Child Advocacy Center		CAC COVID-19	Warm Services	VOCA	Federal	19-Mar-20	30-Jun-20	\$4,444.00	Subrecipient	No	Competitive	Yes
41279	Robertson County Child Advocacy Center		CAC COVID-19	Warm Services	VOCA	Federal	19-Mar-20	30-Jun-20	\$1,679.00	Subrecipient	Yes	Competitive	Yes
41284	Sevier/Hartford Child Advocacy Center		CAC COVID-19	Warm Services	VOCA	Federal	19-Mar-20	30-Jun-20	\$2,900.00	Subrecipient	Yes	Competitive	Yes
41308	The ARC Tennessee, Inc.		Tennessee Courts (Census)	Census Assistance	STATE	Federal	19-Mar-20	30-Jun-20	\$12,244.00	Subrecipient	No	Competitive	Yes
41039	Upper Cumberland Development District		Tennessee Courts (Census)	Census Assistance	STATE	State	15-Apr-20	30-Jun-20	\$9,020.00	Subrecipient	No	Competitive	Yes
41050	Volunteer State Community College		Tennessee Courts (Census)	Census Assistance	STATE	State	01-Apr-20	30-Jun-20	\$10,000.00	Subrecipient	No	Competitive	Yes
41058	Walker County Government		Tennessee Courts (Census)	Census Assistance	STATE	State	01-Jun-20	30-Jun-20	\$10,000.00	Subrecipient	No	Competitive	Yes
41046	Walker County Government		Tennessee Courts (Census)	Census Assistance	STATE	State	01-Apr-20	30-Jun-20	\$10,000.00	Subrecipient	No	Competitive	Yes
Team Volunteer Tennessee													
Delegated/62121	AMV, Center, Inc.		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$42,257.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Alfred Graduate School of Education		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$10,400.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Appalachian Regional Coalition on Disabilities		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$173,952.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Arkansas Schools, Inc.		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$20,834,00.00	Subrecipient	No	Competitive	Yes
64857	Boys and Girls Clubs of Chattanooga		Youth Civic Engagemt	Service Learning & Civic Engagemt	Commission Support Grant	Federal	01-Jan-20	31-Dec-20	\$10,000.00	Subrecipient	No	Competitive	Yes
Delegated/62121	BRG&S USA, Inc.		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$166,623.00	Subrecipient	No	Competitive	Yes
Delegated/62121	City, Inc.		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Competitive	Federal	01-Aug-19	31-Dec-20	\$666,000.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Citico-Powell REACD Council		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Competitive	Federal	01-Aug-19	31-Dec-20	\$692,338.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Emme Adair Youth Foundation		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Competitive	Federal	01-Aug-19	31-Dec-20	\$20,111,400.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Hearts On Nashville		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$289,648.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Hearts On Nashville		Volunteer Generation Fund	Economic Opportunity & Education	Volunteer Generation Fund	Federal	01-Jan-20	31-Dec-20	\$146,094.00	Subrecipient	No	Competitive	Yes
64714	Hearts On Nashville		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$599,750.00	Subrecipient	No	Competitive	Yes
63880	KNC CAC		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Competitive	Federal	01-Aug-19	31-Dec-20	\$259,094.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Martha O'Brien Center		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$656,500.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Memphis Teen & Residency, Inc.		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$559,500.00	Subrecipient	No	Competitive	Yes
64737	Quest Center		Youth Civic Engagemt	Service Learning & Civic Engagemt	Commission Support Grant	Federal	01-Jan-20	31-Dec-20	\$230,000.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Pomer-Leath		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Competitive	Federal	01-Aug-19	31-Dec-20	\$30,834,00.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Public Education Foundation		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Competitive	Federal	01-Aug-19	31-Dec-20	\$38,838,740.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Reid Graduate School of Education		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$3,060.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Teach For America- Memphis		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$140,000.00	Subrecipient	No	Competitive	Yes
Delegated/62121	Teach For America- Nashville		AmeriCorps State	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$146,000.00	Subrecipient	No	Competitive	Yes

Contractor Detail
Department of Finance and Administration

#	Contractor	Location	Program Name	Description	Funding Source	Contract Funding Is Related To:	Contract Period Begin	Contract Period End	Amount	Subrecipient or Vendor	Advisory Yes/No	Competitive/ Non Competitive	Assurance Yes/No
64720	Tennessee Community Action Corp. CC		AmeriCorpsState	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$30,246.00	Subrecipient	No	Competitive	Yes
64720	Tennessee Community Action Corp. MJP		AmeriCorpsState	AmeriCorps Program Services	AmeriCorps Formula	Federal	01-Aug-19	31-Dec-20	\$59,447.00	Subrecipient	No	Competitive	Yes
64759	United Way of Greater Chattanooga		YGF	Capacity Building & Education	Volunteer Generation Fund	Federal	01-Jan-20	31-Dec-20	\$58,807.00	Subrecipient	No	Competitive	Yes
64759	United Way of Greater Knoxville		Volunteer Center	Capacity Building & Education	Commission Support Grant	Federal	01-Jan-20	31-Dec-20	\$19,500.00	Subrecipient	No	Competitive	Yes
64725	United Way of Middle Tennessee		YGF	Capacity Building & Education	Volunteer Generation Fund	Federal	01-Jan-20	31-Dec-20	\$40,000.00	Subrecipient	No	Competitive	Yes
64726	United Way of Washington County		Volunteer Center	Education & Volunteer Management	Commission Support Grant	Federal	01-Jan-20	31-Dec-20	\$10,000.00	Subrecipient	No	Competitive	Yes
64723	Volunteer East Tennessee		YGF	Disaster Services	Volunteer Generation Fund	Federal	01-Jan-20	31-Dec-20	\$46,452.00	Subrecipient	No	Competitive	Yes
64714	Galaxy Digital		Tennessee Services	Galaxy Safe Volunteer Mgmt App	Grant/Volunteer Generation Fund	Hybrid	15-Oct-19	14-Oct-22	\$240,000.00	Vendor	No	Non-Competitive	Yes
From 315													
41238	Planview, Inc.		Project and Portfolio Management	SaaS and Consulting Services	State, Federal, and Interdepartmental	Hybrid	31-Mar-14	31-Mar-21	\$3,750,000.00	Vendor	No	Non-Competitive	No
57889	Designsentry Inc		COVID-19 Relief	COVID-19 PSA Mask Campaign	Federal	Federal	17-Aug-20	31-Dec-20	\$3,950,000.00	Vendor	Yes	Emergency Procurement/ Competitive Emergency Procurement/ Competitive	No
57892	WHL Inc		COVID-19 Relief	Covid-19 PSA Mask Campaign	Federal	Federal	14-Aug-20	31-Dec-20	\$4,000,000.00	Vendor	No	Competitive	No
57881	Home Up		COVID-19 Relief	Covid-19 Relief Consulting and Program Administration	Federal	Federal	01-Jul-20	30-Jun-21	\$7,080,000.00	Vendor	No	Emergency Procurement/ Competitive	No
60563	JTEK OneSolution LLC		SFS Security	Security and Risk Management Software	Federal	Hybrid	15-Oct-18	14-Oct-21	\$60,000.00	Vendor	No	Competitive	No
									TOTAL BIDDING \$ 106,790,726.80				
									CONTRACTOR COUNT		465		

APPENDIX P CIVIL RIGHTS COMPLAINT NOTIFICATION

Use this form to notify the Office of Criminal Justice Programs (OCJP) of any formal complaint of discrimination against the subrecipient agency related to employment or provision of benefits/services. This form should be submitted within 45 days of a complaint against the agency.

Mail to: OFFICE OF CRIMINAL JUSTICE PROGRAMS

Title VI Coordinator
312 Rosa L. Parks Ave. 18th Floor
Nashville, TN 37243-1102

Or: Email: OCJP.Compliance@tn.gov

AGENCY INFORMATION

AGENCY NAME: _____

ADDRESS: _____

NAME OF AUTHORIZING OFFICIAL: _____

PHONE NUMBER: _____ E-MAIL ADDRESS: _____

NAME OF GRANT PROJECT DIRECTOR: _____

PHONE NUMBER: _____ E-MAIL ADDRESS: _____

PERSON MAKING THE COMPLAINT

NAME: _____

ADDRESS: _____

PHONE NUMBER: _____ E-MAIL ADDRESS: _____

DATE ORIGINAL COMPLAINT WAS FILED: _____

OTHERS INVOLVED (PLEASE ADD SPACE AS NEEDED TO INCLUDE ALL INVOLVED)

1. NAME: _____

ADDRESS: _____

PHONE NUMBER: _____ E-MAIL ADDRESS: _____

NATURE OF INVOLVEMENT (E.G., witness, person discriminated against) _____

DESCRIPTION OF THE COMPLAINT: (Include the response of the agency.) Use additional pages as needed.

DATE DESCRIBED SITUATION OCCURRED: _____

STATUS OF THE COMPLAINANT: ☐ EMPLOYEE ☐ SERVICE RECIPIENT

APPARENT BASIS OF THE ALLEGED DISCRIMINATION:

☐ RACE ☐ SEX ☐ COLOR ☐ AGE ☐ SEXUAL ORIENTATION

☐ DISABILITY ☐ NATIONAL ORIGIN ☐ RELIGION ☐ LIMITED ENGLISH PROFICIENCY ☐ GENDER IDENTITY

**HAS THE COMPLAINT BEEN FILED THROUGH ANOTHER GRIEVANCE OR COMPLAINT PROCESS,
EITHER STATE AND/OR FEDERAL (e.g., TN Human Rights Commission, EEOC)?**

☐ YES

☐ NO

IF YES, IDENTIFY THE AGENCY WITH WHICH THE COMPLAINT WAS FILED, EXPLAIN AND PROVIDE
CURRENT STATUS OF SUCH:

PLEASE ATTACH ANY WRITTEN MATERIAL OR OTHER INFORMATION RELEVANT TO THE COMPLAINT.

NAME OF PERSON COMPLETING FORM:

DATE:

PHONE NUMBER: _____ E-MAIL ADDRESS: _____